

Ref. No: 1546
Date: 12/02/25
Subject: Permanent Recruitment Of Doctors

REQUEST AND RESPONSE

For the last (or most recently recorded) 12 months:

- 1. What was the total spend on agencies providing permanent recruitment of doctors?**

Applying an exemption under Section 12 of the FOIA

- 2. Please can you breakdown the total agency spend on the recruitment of doctors into domestic and international recruitment?**

Applying an exemption under Section 12 of the FOIA

- 3. How many doctors have your trust recruited permanently via an agency per each grade and specialism?**

Applying an exemption under Section 12 of the FOIA

- 4. How many agencies have been used in last 12 months to source doctors on a permanent basis, and how many of these agencies were on a framework?**

Applying an exemption under Section 12 of the FOIA

- 5. Who is the Trust contact/ team responsible for permanent recruitment of doctors via an agency?**

Laura Croft.

RESPONSE

Response (Including refusal of request under section 12):

Section 12 of the FOIA allows a public authority to refuse a request where it estimates that it would exceed the appropriate limit to comply with the request. The relevant section states:

12. (1) - Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

where the appropriate limit is equal to 18 hours of staff time as set by the *Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulation 2004*

In determining the time limit, the Trust can only take into account

- determining whether the information is held;
- locating the information, or a document containing it;
- retrieving the information, or a document containing it; and
- extracting the information from a document containing it.

In order to determine whether the information is held in respect of your request, the Trust would need to review 5000 invoices for the financial year. A simple report can not be produced as there is not a specific code relating to foreign bodies being present in the patient's body.

Calculation – There is a minimum of 5,000 invoices to review and determine the cost classification for each. Using a minute for each invoice as an average would mean that it would take at least 83 hours to complete accurately. In the absence of the spend information temporary workforce will be unable to identify the number of doctors and the related agency information as this relies on being able to split out domestic and international contracts and would add further hours to the request

Advice and Assistance

Under section 16 of the FOIA, advice and assistance should be provided to allow the request to come under the appropriate limit by scaling or modifying the request.

Unable to narrow

However, as the information is not readily available and the number of invoices so large, it would not be easy to scale down the request in this instance. Unfortunately, the Trust is unable to provide further assistance in this instance.