

Request title: Nursing, Nurses on Tier 2 Visa's

Date of Response: 24th February 2016

Further to your Freedom of Information request, the Trust has answered your questions in the order they appear in your request.

Request and reply

All figures for questions 1 to 8 should be provided as FTE and headcount if possible.

1. The number of nurses (qualified and unqualified) and healthcare assistants currently directly employed by the Trust (including zero hours and casual staff) who are on Tier 2 visas under the Points Based Immigration system.

2.0 FTE (Headcount = 2).

If the information for question 1 is not held (or would be impossible to locate within the section 12 cost limit), please ignore questions 1-5 and answer questions 6-8 instead:

2. Of the staff referred to in response to question 1, how many started working in the UK after April 2011?

1.0 FTE (Headcount = 1).

If the information for question 2 is not held (or would be impossible to locate within the section 12 cost limit), please ignore questions 2 and 3 and answer questions 4 and 5 instead:

3. Of the staff referred to in response to question 2, how many are paid below £35,000 per year (including zero hours and casual staff)? "Pay" here means full-year gross pay including enhancements (e.g. shift pay, overtime pay) for the year 2014/15 (or if hired since the start of 2014/15, please use forecast full-year gross pay including enhancements for 2015/16 based on payments during the year to date). Please note that I am seeking actual pay - if a staff member is paid £19,000 per year for working 0.5 FTE (assuming no enhancements), please consider their pay to be £19,000, not the £38,000 they would be paid were they working 1.0 FTE. Please separate the question 3 data between nurses and healthcare assistants (unless this would breach the Data Protection Act, in which case please provide a combined total).

1.0 FTE (Headcount = 1).

4. Of the staff referred to in response to question 1, how many started working for the Trust (preferably including any predecessor Trusts, if the Trust is the product of a merger) after April 2011?

1.0 FTE (Headcount=1).

5. Of the staff referred to in response to question 4, how many are paid below £35,000 per year (including zero hours and casual staff)? "Pay" here means full-year gross pay including enhancements (e.g. shift pay, overtime pay) for the year 2014/15 (or if hired since the start of 2014/15, please use forecast full-year gross pay including enhancements for 2015/16 based on payments during the year to date). Please note that I am seeking actual pay - if a staff member is paid £19,000 per year for working 0.5 FTE, please consider their pay to be

£19,000, not the £38,000 they would be paid were they working 1.0 FTE. Please separate the question 5 data between nurses and healthcare assistants (unless this would breach the Data Protection Act, in which case please provide a combined total).

1.0 FTE (Headcount=1).

6. The number of nurses (qualified and unqualified) and healthcare assistants currently directly employed by the Trust (including zero hours and casual staff) who are not nationals of member states of the European Economic Area

135.94 FTE (Headcount=167)

7. Of the staff referred to in response to question 6, how many started working for the Trust (preferably including any predecessor Trusts, if the Trust is the product of a merger) after April 2011?

75.45 FTE (Headcount=95)

8. Of the staff referred to in response to question 7, how many are paid below £35,000 per year (including zero hours and casual staff)? "Pay" here means full-year gross pay including enhancements (e.g. shift pay, overtime pay) for the year 2014/15 (or if hired since the start of 2014/15, please use forecast full-year gross pay including enhancements for 2015/16 based on payments during the year to date). Please note that I am seeking actual pay - if a staff member is paid £19,000 per year for working 0.5 FTE, please consider their pay to be £19,000, not the £38,000 they would be paid were they working 1.0 FTE. Please separate the question 8 data between nurses and healthcare assistants (unless this would breach the Data Protection Act, in which case please provide a combined total).

Qualified Nurses: 28.81 FTE

Healthcare Assistants: 46.64 FTE

(Headcount: Qualified Nurses=30; Healthcare Assistants=48)

All Trusts please respond to question 9:

9. Any assessment, report etc that the Trust has carried out or commissioned into the effect that the increase to the earnings threshold for Tier 2 visa immigrants to qualify for permanent residence in the UK (announced in 2011, implemented from April 2016) will have on the Trust's staff. (see <http://www.workpermit.com/news/2015-07-07/uk-tier-2-visa-immigrants-must-earn-35000-to-settle-from-april-2016>)

The Trust completed an assessment of the potential impact on the Trust's staff when the changes were announced, and raised awareness through staff briefings. Only 2 individuals are potentially affected see answer to Q1. Both are in positions on the shortage occupation list and were made aware of the new ruling as part of our normal 'Eligibility to work in the UK' review processes.