

Reference Number: FOI/026/25

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Information requested:

Please supply information on **registered nursing recruitment** at your trust over the last two financial years **2023-24 and 2024-25, and the months since the start of the 2025-26 financial year**, answering the following questions:

1. Are there currently, or have there been any recruitment freezes in place affecting solely, or including, the registered nurse workforce [i.e band 5 and up] in the last two financial years, and/or up to present day?
 - I. If yes, have any of these recruitment freezes specifically targeted at entry level band 5 nurses [i.e: registered nurses on the starting pay point of band 5]?
 - II. If yes, please provide the timeframes and reason for the freezes.
2. How many band 5 registered nurse vacancies do you currently have at your trust?
3. How many entry-level band 5 **domestically trained/recruited** nurses have you recruited at your trust during the last two years? [Please also detail separately any internationally recruited nurses you have taken on in same time period]

Response:

1. No.
2. We currently have 19.53 WTE vacancies. However, we have 15 WTE Staff Nurses starting over the next couple of months.
3. 44 Staff nurses have been recruited as follows:

23/24:	18
24/25:	21
25/25 to date:	5

There are no questions on our application form that specifically ask for the name or location of an educational institution for nursing qualifications. We therefore have very limited information to base our response on.

Of the 44 recruits; we have identified nine individuals that were trained within the UK. The location of training was not determinable for the remaining 35.

Advice and Guidance:

We sought clarification about the way we should interpret "...domestically trained/recruited nurses" and were advised that we should differentiate between those trained domestically and those trained internationally.

In order to practice as a nurse in the UK a person must have a valid registration with the Nursing and Midwifery Council (NMC). The NMC registration process ensures individuals hold a nursing qualification equivalent to UK standards and is capable of practising safely and effectively. A registered nurse is issued a NMC PIN.

Our recruitment system and subsequently our Human Resources records are aligned with the NMC PIN requirement. Our organisation does not check who issued a nurse's qualification as qualification equivalency considerations are undertaken by the NMC.

As a result we do not hold accurate records that can answer who was trained domestically and those that were not.