

**Information Governance**

Robert Dolan House  
9 Alie Street  
London  
E1 8DE

**Email** [elft.foi@nhs.net](mailto:elft.foi@nhs.net)

**Website:** <https://www.elft.nhs.uk>

25 March 2024

**Our reference: FOI DA5211**

I am responding to your request for information received 12 February 2024. I am sorry for the delay in responding to your request. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,



Keshia Harvey  
Senior Information Governance Manager - Compliance

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision.

If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Tel: 0303 123 1113  
Web: [www.ico.org.uk](http://www.ico.org.uk)

**Please note that the data supplied is not allowed to be re-used and/or published without the explicit consent of East London NHS Foundation Trust. Please contact the signatory to request permission if this is your intention**



We promise to work together creatively to: learn 'what matters' to everyone, achieve a better quality of life and continuously improve our services.  
**We care . We respect . We are inclusive**

**Interim Chief Executive Officer:** Lorraine Sunduza  
**Chair:** Eileen Taylor

**Request:** Seeking details related to the recruitment practices and expenditures of East London NHS Foundation Trust for the year 2023. The information requested is as follows:

**Question 1:** The most current organisational chart for the recruitment department, including the full names, emails, and roles of individuals within the team.

**Answer:** Please see appendix 1.

**Question 2:** A breakdown of the 2023 recruitment advertising spend, specifying the amount allocated to each source. This breakdown should include, but not be limited to, expenditures on social media, events, publications, job boards, LinkedIn, and any other recruitment channels employed by East London NHS Foundation Trust.

**Answer:** Please see table below:

<b>A breakdown of the 2023 recruitment advertising spend</b>	
<b>Source</b>	<b>Amount of spend</b>
Doctors Relocate Ltd	32,000.00
Gatenbys Anderson Ltd	39,347.00
Global Exec Solutions Ltd	7,246.26
Global Media Group Services Ltd	14,331.47
Hunter Healthcare Resourcing Ltd	149,260.80
IMG Connect Ltd	29,299.80
Isle Of Wight NHS Trust	50,032.00
Keech Hospice Care	5,948.14
Keystream Group Ltd	69,300.00
NHS England	63,261.50
Internal Reclassification of costs	139,954.11
Peridot Partners	20,000.00
Pulse Healthcare Ltd	40,500.00

Please note, these costs are for “external recruitment support” which includes advertising but are used interchangeably for other external recruitment support. It is not possible to establish if these relate to advertisement costs only.

**Question 3:** Details on the 2023 agency spend per division within East London NHS Foundation Trust, outlining the amount spent on recruitment agencies for each specific division.

**Answer:** Please see below a table regarding agency spend per directorate for 2023:

<b>Directorate</b>	<b>2023 Agency Spend</b>
Bedford	6,954,696.36
Bedfordshire CHS	3,291,316.86
City & Hackney	984,050.33
Corporate	3,269,295.66
Estates & Facilities	124,635.19
Forensic Services	370,180.01
Luton	2,980,695.27
NCEL Provider Collaborative	61,916.95
NEL Vaccination	56,206.25
Newham	2,373,158.92



Directorate	2023 Agency Spend
Newham CHS	2,263,012.98
Primary Care	2,138,463.00
Sla's Received	113,473.75
Specialist CHS	216,395.04
Specialist Services	3,761,992.08
Tower Hamlets	1,326,203.61
Tower Hamlets CHS	3,253,750.11

**Question 4: Which Applicant-Tracking-System (ATS) East London NHS Foundation Trust uses.**

**Answer:** The Trust uses CIVICA TRAC for applicant tracking.



We promise to work together creatively to: learn 'what matters' to everyone, achieve a better quality of life and continuously improve our services.  
**We care . We respect . We are inclusive**

**Interim Chief Executive Officer:** Lorraine Sunduza  
**Chair:** Eileen Taylor