

Sent via email

[REDACTED]

Information Governance

Christopher Ward, West Pavilion
St Charles Centre for Health & Wellbeing
Exmoor Street
London
W10 6DZ

Our ref: FOI/2016/011

1st July 2016

www.clch.nhs.uk
foi.request@clch.nhs.uk

Dear [REDACTED],

Freedom of Information Act 2000 request: Nurses and Healthcare Assistants on Tier 2 visas

With reference to your request for information, dated 1st February 2016, made under section 1(1) of the Freedom of Information Act, I am writing to inform you of the outcome of your information request.

You asked the following:

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.

4 Nurses;

0 HCA.

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

Unable to answer.

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).

Unable to answer.

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:

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?

3 started after 1st April 2011.

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).

Of the four nurses, two have been paid less than £35,000 for the financial year 2014/15.

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:

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

N/A

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?

N/A

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).

N/A

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>)

None.

This completes our response to your request for information. If you are unhappy with our response, please write to us giving your reasons and we will address them. If you remain dissatisfied you are entitled to appeal to the Information Commissioner:

Customer Contact
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow SK9 5AF
Tel: 0303 123 1113
http://ico.org.uk/concerns/getting/report_concern_foi

Yours sincerely,

Jonathan Walmsley
Information Governance Facilitator
Central London Community Healthcare NHS Trust