

## Freedom of Information Act Request

I am writing to request information under the Freedom of Information Act 2000.

- The number of International Training Fellows accepted by your trust for the years 2023, 2024, 2025 (if possible, broken down by country of the training org from which they have come).
- The names of all overseas organisations from which your Trust accepts ITFs.
- The total salary of ITFs working and receiving training in your Trust for the years 2023, 2024, 2025.
- The number of ITFs who arrived in 2023 who have a) left the Trust, b) remain employed by the Trust.

**The Trust is unable to comply with your request, as to do so would exceed the appropriate cost limit set out in Section 12(1) of the Freedom of Information Act 2000 and the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004.**

**For NHS Trusts, the appropriate limit is £450, equivalent to 18 hours of staff time.**

### Explanation

**The Trust does not hold the requested information in a readily retrievable or reportable format.**

### In particular:

- **International Training Fellows (ITFs) are not identified as a discrete category within the Trust's Electronic Staff Record (ESR).**
- **As a result, there is no single data field or report that would allow ITFs to be identified or extracted for the requested period.**
- **To respond to this request would require a manual review of all doctors employed by the Trust over the last three years, followed by:**
  - **Cross-referencing individual staff records and personal files**
  - **Determining whether individuals were International Training Fellows or resident doctors on recognised training programmes**
  - **Aggregating salary and employment outcome data manually**

**This would require significant input from workforce, medical staffing and HR teams and would substantially exceed the 18-hour cost limit. In addition, the Trust currently has limited staffing capacity to undertake such a manual and retrospective exercise.**

**The Freedom of Information Act does not require public authorities to create new information or undertake disproportionate manual analysis in order to respond to a request.**

**The Trust is therefore refusing this request under Section 12(1) of the Act.**

### Advice and Assistance

**In accordance with Section 16 of the Freedom of Information Act, the Trust offers the following advice to help you refine your request so that it may fall within the cost limit:**

**You may wish to consider**

- **Limiting the request to headline numbers only, without salary or country-of-origin breakdowns**
- **Requesting information that is already held in aggregated form, if available**

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January 2026

**If you wish to submit a revised request along these lines, the Trust would be happy to consider it.**

If you are not satisfied with the handling of your request, you have the right to request an internal review. Requests for an internal review should be submitted within 40 working days from the date of this response, and should be addressed to [d.wraith@nhs.net](mailto:d.wraith@nhs.net).

If you remain dissatisfied after the internal review, you have the right to appeal to the Information Commissioner's Office (ICO). The ICO can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Tel: 0303 123 1113  
Website: <https://ico.org.uk/make-a-complaint/>

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