

FOI 3133

13<sup>th</sup> June 2025**FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST**

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**Please provide the following information:**

**A copy of any policies that set out how the Trust ensures that employees have a legal right to work in the UK, and how these policies are enforced.**

**Response:**

The Health and Social Care Recruitment and Selection Framework (Attachment 1) sets out the recruitment process for the Trust; a potential employee's legal right to work in the UK is established during the pre-employment check phase (Section 11).

[Recruitment and Selection Framework \(Regional\) - Business Services Organisation \(BSO\) Website](#)

**A copy of any records or audits, from within the last two years, that set out details as to how far these policies are complied with.**

**Response:**

There have not been any audits carried out in the last 2 years. An audit of Medical & Dental recruitment & selection exercises is due to take place in July 2025.

**The job title and grade of the person (or people) responsible for overseeing and enforcing this policy? (For the avoidance of doubt, I am not seeking any personal information other than job title and grade).**

**Response:**

Director of Human Resources & Organisational Development, Senior Executive grade

**A copy of any policies that set out how the Trust ensures that employees contracted through third parties have a legal right to work in the UK, and how these policies are enforced.**

**Response:**

This is not a policy; this is an Agency Framework 3059470 whereby the agency checks the third party legal right to work document. Agency Frameworks are managed regionally via Procurement and Logistics services. These contracts have clauses that require a provider to conduct and retain compliant right to work checks (as per Home Office guidelines).

**A copy of any records or audits, from within the last two years, that set out details as to how far these policies are complied with.**

**Response:**

This Framework has commenced Monday 2<sup>nd</sup> June 2025 there is currently no audits planned, as yet. A medical framework is in place however a new framework will be implemented by PALS (Procurement and Logistics Services) later this year.

**The job title and grade of the person (or people) responsible for overseeing and enforcing this policy. (For the avoidance of doubt, I am not seeking any personal information other than job title and grade).**

**Response:**

This is a Framework in place managed by Health and Social Care Business Service Organisation (BSO) Procurement & Logistics Service.

You may wish to redirect this query to BSO, contact details below:

[Foi.bso@hscni.net](mailto:Foi.bso@hscni.net)

**Information that sets out, for each of the last three years, how many asylum seekers were hired on a temporary right to work visa by the Trust.**

**Response:**

<5 asylum seekers who were hired in the last 3 years.

As an employer the Trust has a legal duty to protect employee confidentiality, in line with this duty the figure <5 has been provided where figures are very low. This is because of the potential risk of identification of an individual. In reaching this decision the Trust has taken into account the small geographical area which the Trust serves. In addition the Trust has taken into account the fact that all information disclosed in response to an FOI is disclosed to the 'world at large' and is published on the Trust website.

S 40 (2) (third party information) of the Freedom of Information Act 2000 has been applied to exempt the redacted information from disclosure. The Trust does not consider the disclosure of the redacted information to be fair to the individuals concerned as there is the potential risk of identification of an individual(s) which they



## Southern Health and Social Care Trust

would not expect, and which would therefore breach the fairness element of the first principle of the Data Protection Act 2018.

**Information that sets out, for each of the last three years, how many asylum seekers were registered volunteers at the Trust.**

**Response:**

No asylum seekers have come forward to register as a volunteer.

**A copy of any policy concerning how you ensure that asylum seekers who are registered volunteers are not replacing paid roles.**

**Response:**

The Volunteer Policy (Attachment 2) clearly outlines *“The Trust supports the view that there is a very valuable and purposeful role for volunteers, which is separate and distinct from that of paid workers and therefore not job substitution.”* The Volunteer Service works with our Trade Unions to ensure that each role does not include any elements which would be a staff members duty.

**Information that sets out, for each of the last three years, how many checks have been conducted due to expiration of a Positive Verification Notice of a Temporary work visa.**

**Response:**

We have no checks that have resulted in an expiration of a Positive Verification Notice of a Temporary work visa. As a Trust we monitor monthly so that we avoid getting to the expiration of a PVN.

**Information that sets out, for each of the last three years, how many employees had an employment contract terminated due to a change in their immigration status?**

**Response:**

None

**Information regarding any schemes or partnerships that your Trust has with charities or other external organisations that support or promote the employment of foreign nationals, asylum seekers or those who have recently successfully**

claimed asylum. I am seeking information on the name of the charity or organisation and any partnership agreement or document that sets out the nature of the relationship or scheme.

**Response:**

There are no current partnerships with charities or other external organisations.

Email: [Foi.Team@Southerntrust.hscni.net](mailto:Foi.Team@Southerntrust.hscni.net)