

Freedom of Information Act 2000

The Royal Cornwall Hospitals NHS Trust Response to Information request

Date Request Received: 24th July 2025

FOI Ref No 29679

Requested Information:

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. We have put in control measures across the Trust to review vacant posts but clinical roles have continued to be recruited too for the last two financial years.
2. Band 5 nursing & midwifery vacancies = 74 WTE (as at 30/06/2025). If it needs to exclude midwives, then this will be 88.88 WTE band 5 nursing vacancies (B5 midwives are over-establishment by 14.88 WTE).
3. It is not possible to provide actual recruitment detail as ESR does not differentiate between newly registered band 5 nurses and those with prior experience. However, we can confirm that in the academic y 23/24 we had 26 newly registered domestically trained RNs join our preceptorship programme. We ran a separate programme for internationally educated nurses who had newly registered with the NMC in that period and had 34 attendees. In the academic year 24/25 we had 45 RNs on our preceptorship programmes and 18 internationally educated RNs.

Attachment(s):

No Attachment(s)

Date Response sent: 12th August 2025