

## FOI 050/2021 Response

### Request

I am emailing to request a freedom of information regarding the recruitment process I have currently completed for a band 7 job at Reaside Clinic. Job reference number: 436-3059710

Interview date- 26/04/2021 and I was informed that I had successfully been appointed to the job.

However, on 17/05/2021 I received a phone call stating that the job offer has now been withdrawn due to recruitment process being changed to ensure it is more values based.

I am requesting information pertaining my recruitment process between Marimoutto Courmarassamy, Matthew Thomas, Margaret Dalton & Hayley Brown particularly emails between them relating to my appointment/recruitment process.

Additionally, I would like information relating to the below

1. What date did the recruitment process change come in to effect?
2. When was the change in recruitment process communicated bsmhft with recruiting managers?
3. How many panels have been overturned in relation to the change in the recruitment process across bsmhft?
4. If my offer was withdrawn following a change in the recruitment process has this been applied to other jobs in bsmhft?
5. When was the recruitment policy last updated?
6. I am also aware that a band 7 Advanced Nurse Practitioner job was advertised at the same time at Reaside. Has this job offer also been withdrawn?
7. Has there been a full review of the process of the panel on my interview and if so can I have access to the outcome.

I am requesting the above to ascertain if I have been treated in an unfair manner.

*\*Please note that only question 1-7 will be completed as an FOI request, questions in relation to email correspondence will be handed by the Care Records Team as a Subject Access Request (SAR).*

*Please be aware that the mandatory timeframe to complete a SAR is 30 calendar days from receipt of request. Your request was forwarded to the Care Records Team on 21<sup>st</sup> May 2021.*

*Should you have any queries regarding the sections of your request that will be completed as a SAR, please contact the Care Records Team on the following email : [bsmhft.informationrequests@nhs.net](mailto:bsmhft.informationrequests@nhs.net)*

## Response

**1. What date did the recruitment process change come into effect?**

The revised guidance came into effect on 10th May 2021

**2. When was the change in recruitment process communicated bsmhft with recruiting managers?**

The revised guidance was circulated on 7th May 2021.

**3. How many panels have been overturned in relation to the change in the recruitment process across bsmhft?**

Apart from the Requesters offer being rescinded, there have been Nil (0)

**4. If my offer was withdrawn following a change in the recruitment process has this been applied to other jobs in bsmhft?**

Nil (0)

**5. When was the recruitment policy last updated?**

It was last ratified in September 2018.

**6. I am also aware that a band 7 Advanced Nurse Practitioner job was advertised at the same time at Reaside. Has this job offer also been withdrawn?**

The band 7 Advanced Nurse Practitioner job offer was not withdrawn.

**7. Has there been a full review of the process of the panel on my interview and if so can I have access to the outcome.**

Currently, an investigation is being carried out which reflects the current status.

As the investigation is still on going, an outcome cannot be provided as of yet.