

Friday 13 June 2025

Request under Freedom of Information Act 2000

Thank you for your request for information which we received on Monday 19 May 2025. I am pleased to confirm the following.

1a. 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.

A copy of the Trust's Right to Work Policy and Procedure is attached.

1b. 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.

We are not able to provide audit records, however, the Trust conducts right to work checks as part of pre-employment checks when employees join and undertakes monthly reporting to identify employees whose right to work is due to expire within the next three months. These employees are contacted to request they provide the relevant right to work documentation.

1c. 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).

Chief People Officer - VSM.

2a. 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.

The standard NHS contract is used when services are out or in sourced, for third party contractors. This contract stipulates that their workers must be compliant with

NHS Employment Check Standards. This is also covered through Service Level Agreements (SLA).

2b. 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.

Suppliers provide the Trust with details of full employment checks or assurance that necessary checks are completed in line with the SLA.

2c. 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).

The relevant Executive Director is responsible for signing the contract and/or the Chief People Officer.

3a. 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.

Zero.

3c. Information that sets out, for each of the last three years, how many asylum seekers were registered as volunteers at the Trust.

Zero.

3d. A copy of any policy concerning how you ensure that asylum seekers who are registered volunteers are not replacing paid roles.

Please see attached document

4a. Information that sets out, for each of the last three years, how many checks have been conducted due to the expiration of a Positive Verification Notice of a Temporary work visa.

We don't hold this information readily.

5a. 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?

Zero.

6a. 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.

We are not working with any external organisations/charities in helping foreign nationals, asylum seekers or those who have recently successfully claimed asylum, become volunteers

If you are unhappy with the information received in response to this request, please address your complaint to the Patient Affairs Office at Milton Keynes Hospital NHS Foundation Trust, Standing Way, Eaglestone, Milton Keynes MK6 5LD. If, after exhausting our internal process, you are still unhappy with the information received, you may write to the Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

If you need any further assistance, please do not hesitate to contact us at the address above.

Yours sincerely

Freedom of Information Team Lead
For and on behalf of Milton Keynes Hospital NHS Foundation Trust

Any re-use of this information will be subject to the
'Re-use of Public Sector Information Regulations' and best practice.



TheMKWay



**Milton Keynes
University Hospital**
NHS Foundation Trust