

Trust Headquarters  
Russell's Hall Hospital  
Dudley  
West Midlands  
DY1 2HQ

**Ref:** FOI-022026-0002220

**Date:** 27.03.2026

**Address / Email:**

Dear

**Request Under Freedom of Information Act 2000**

Thank you for requesting information under the Freedom of Information Act 2000.

Please provide me with the following data for the past 3 years (or as far back as possible, if you do not hold this data that far back), broken down by month or quarter.

1) How many graduate band 5 nurses (i.e. nurses who have just qualified) have you recruited?

**Jan - Mar 2023 = 10**  
**Apr - June 2023 = 5**  
**Jul - Sept 2023 = 27**  
**Oct - Dec 2023 = 22**

**Jan - Mar 2024 = 4**  
**Apr - June 2024 = 15**  
**Jul - Sept 2024 = 15**  
**Oct - Dec 2024 = 15**

**Jan - Mar 2025 = 16**  
**Apr - June 2025 = 10**  
**Jul - Sept 2025 = 9**  
**Oct - Dec 2025 = 32**

**Jan - To Date 2026 = 20**

2) How many graduate nurse band 5 vacancies were advertised? Please indicate if these had restrictions, such as internal only, listed with date and timespan these were available.

**- All band 5 nursing vacancies are advertised as hidden and link given to students to apply for in the first instance. If not successful, adverts will be opened externally**

3) For external student nurses currently on placement with DGFT:

a) What is the process for them to get a provisional, or guaranteed job prior to them qualifying?

**- students on placement at the Trust will be given the link to current vacancies, 3 months before due to qualifying. Posts are initially hidden adverts accessible for students only and then open externally**

b) Are they required to apply to public job vacancies, or are they "shortlisted" without having to apply to a vacancy?

**- students have to apply through the hidden advert, continue to undertake a shortlisting and interview processes for all posts**

4) Please provide any policies regarding recruitment, job interviewing/selection and student nurses.

**- Please see last page**

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager  
Trust Headquarters  
Russell's Hall Hospital  
Dudley  
West Midlands  
DY1 2HQ  
Email: [dgft.dpo@nhs.net](mailto:dgft.dpo@nhs.net)

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Tel: 0303 123 1113  
[www.ico.org.uk](http://www.ico.org.uk)

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

**Freedom of Information Team  
The Dudley Group NHS Foundation Trust**

Band 5 nurse VAR added to Trac and fully authorised

Vacancy identified by Recruitment Team Manager as suitable for graduates nurses and emails R&R Lead and allocates to Graduate Dashboard on Trac

Recruitment Team advertise vacancy as hidden for 2 weeks and provide R&R Lead with the hidden link

R&R Lead sends link to graduate nurses who have not yet secured a job with The Dudley Group

Graduate nurses apply and are interviewed by local department and successful candidate offered job and Trac updated

Recruitment Team notify R&R Lead of successful candidate to remove from list of graduate nurses to be sent future job links

If no suitable applicants are appointed from graduates, vacancy can be advertised externally