

Date 11/02/2026
Your Ref
Our Ref 11057

Enquiries to Richard Mutch
Extension 35687
Direct Line 0131 465 5687
loth.freedomofinformation@nhs.scot
richard.mutch@nhs.scot

Dear

FREEDOM OF INFORMATION – RECRUITMENT

I write in response to your request for information in relation to recruitment.

Question:

- I would like to request the following information under the Freedom of Information (Scotland) Act 2002. I am keen to understand the level of international recruitment from 'red list' countries over the last five years. As such, can I request the following:
 1. How many international hires, with a breakdown by country and job role (junior doctor, nurse etc.) have been recruited from 'red list' countries during each of the following financial years: -
 - 2019/20
 - 2020/21
 - 2021/22
 - 2022/23
 - 2023/24
 - 2024/25
 - 2025/26 (most recent)
 2. How many international hires from 'red list' countries are still employed by your health board, again broken down by country and job role?

Answer:

NHS Lothian does not undertake any active recruitment campaigns in Red List countries, and this has been the situation since 2019. We have undertaken targeted recruitment in other countries but not any that have been on the Red List. In addition, for any other staff who may have been successful in obtaining a job with NHS Lothian through our normal recruitment processes, we only capture ethnic origin as per the national census criteria and not the country of origin. In view of this can't provide the data requested as it does not exist.

I hope the information provided helps with your request.

Headquarters
Mainpoint
102 West Port
Edinburgh EH3 9DN

Chair Professor John Connaghan CBE
Chief Executive Professor Caroline Hiscox
Lothian NHS Board is the common name of Lothian Health Board



If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at www.itspublicknowledge.info/Appeal. If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhsllothian.scot/FOI/Pages/default.aspx>

Yours sincerely

ALISON MACDONALD
Executive Director, Nursing
Cc: Chief Executive