



GIG  
CYMRU  
NHS  
WALES

Bwrdd Iechyd Prifysgol  
Cwm Taf Morgannwg  
University Health Board



## Freedom of Information Request: Our Reference CTMUHB\_229\_25

### You asked:

**Under the Freedom of Information Act 2000, I would like to request the following information:**

**1a. A copy of any policies that set out how the Trust/Board ensures that employees have a legal right to work in the UK, and how these policies are enforced.**

All NHS recruitment is undertaken in accordance with the NHS Employers [Employment standards and regulation](#).

**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.**

The Health Board does not hold this detailed information. All of the Health Board's recruitment activity, with the exception of Executive Director posts is managed on our behalf, by the [NHS Wales Shared Services Partnership](#) (NWSSP) Recruitment Team. The NWSSP Recruitment process was audited earlier in 2025. The outcome of the audit was that NWSSP was given Substantive Assurance. Noting the audit related to all pre-employment checks not just right to work checks.

Therefore, for further information you will need to redirect your request to the Freedom of Information Team in NWSSP, who will be able to help you further with your enquiry:- [shared.services@wales.nhs.uk](mailto:shared.services@wales.nhs.uk)

**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).**

The Deputy Director of Employment Services, Band 9.

**2a. A copy of any policies that set out how the Trust/Board ensures that employees contracted through third parties have a legal right to work in the UK, and how these policies are enforced.**

The Health Board does not contract employees through third parties.

**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.**

Not applicable.

**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).**

Not applicable.

**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.**

The Health Board has not hired any asylum seekers on a temporary right to work visa, in the past three years.

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

In the past three years there were no asylum seekers registered as volunteers within the Health Board.

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

Not applicable.

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

The NWSSP Recruitment Team reviews and confirms PVNs as part of the right to work checks. Once an individual receives their visa, they provide this directly to the Health Board as their employer. The Health Board does not record the number of checks conducted due to expiration of a PVN.

**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?**

Over the past three years the Health Board has not had to terminate any employment contracts due to a change in their immigration status.

**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.**

The Health Board is not currently involved in any schemes or partnerships with charities or organisations that support or promote the employment of foreign national, asylum seekers or those who have recently successfully claimed asylum.