

Reference Number: FOI2021/191
From: Private Individual
Date: 03 June 2021
Subject: International Recruitment

Q1 International recruitment budget (If not an allocated budget, under which cost centre would the budget sit?)

A1 £281,273.00

Q2 Current vacancies across: Doctors, Nursing & Midwifery and AHP (Allied Health Professionals, e.g. Radiographers) & HSS (Health Science Services, e.g. Biomedical scientists) categories (Numbers only). See List of AHP/HSS Disciplines below:

AHP	HSS
Art Therapists	Anatomical Pathology
Drama therapists	Biomedical scientists clinical support workers
Music therapists	Cancer screening
Chiropodists/podiatrists	Clinical sciences
Dietitians	Cytology
Occupational therapists	Dental services
Operating Department Practitioners	Genetic counsellors
Orthoptists	Healthcare science
Osteopaths	Medical technology
Paramedics	Optometry
Physiotherapists	Orthoptists and optometrists
Prosthetists and Orthotists	Pharmacy
Radiographers	Theatre practitioners
Speech and language therapists	Physician Associates

A2

	<u>Vacancy FTE</u>
Doctors	18.73 FTE
AHP	13.85 FTE
HSS	6.42 FTE
Nursing & Midwifery (Reg)	67.91 FTE

Q3 Current supplier(s) for international recruitment projects/general permanent recruitment (Broken down into staff categories ie Doctors, Nurses, AHP/HSS)

A3 Information not held – our international recruitment is via a NW collaborative initiative. We have used NHSP for the international recruitment of Nurses but the procurement aspect was dealt with by the collaborative initiative.

- Q4 Any exclusive agreements or managed services used (Please include start and end dates of contracts)
- A4 NHS Professionals Limited – 5th November 2020 to 4th November 2022 with two-year option to extend.
- Q5 Frameworks currently called off for International placements/general permanent recruitment (e.g. London Procurement Partnership, CCS RM6162)
- A5 HealthTrust Europe LLP Framework Agreement for the national and international permanent recruitment solutions with recruitment process optimisation (reference number: 2019-042671).
- Q6 The average fee for a Doctor, nurse, AHS/HSS that is placed with respective rebate periods. (Please provide break down for separate charges such as relocation and other elements)
- A6 Please see attached document: FOI-191-Response. Please note this is only applicable for a Nurse.

FOI-191-Response

	Cost Per Nurse Recruited	Cost to Trust	Cost to Nurse
Section 1: Advertising, Pre-Screening & Sourcing			
Cost of advertising / marketing in source country	£75.00	£75.00	£0.00
cost of pre-screening of nurses	£75.00	£75.00	£0.00
In-country supplier fee	£1,000.00	£1,000.00	£0.00
Section 2: Interviewing & Recruitment			
HR recruitment process	£200.00	£200.00	£0.00
Section 3: NMC			
CBT fee	£83.00	£0.00	£83.00
NMC application fee	£140.00	£0.00	£140.00
NMC admission fee	£153.00	£0.00	£153.00
OSCE testing fee	£794.00	£294.00	£0.00
OSCE travel and accommodation fee	£120.00	£120.00	£0.00
Section4: Nurse travel to the UK			
Immigration skills charge fee	£3,000.00	£3,000.00	£0.00
Certificatins of Sponsorshop cost (CoS)	£199.00	£199.00	£0.00
One way flight to the UK	£550.00	£550.00	£0.00
Visa fee	£232.00	£232.00	£0.00
Section 5: Pastoral Package			
Collection from the airport & transfer to the Trust	£30.00	£30.00	£0.00
Welcome packs	£25.00	£25.00	£0.00
Section 6: Additional costs			
NHSP management fee	£950.00	£950.00	£0.00
TOTAL costs coordinated by NHSP	£7,626.00	£7,250.00	£376.00
Additional costs not coordinated by NHSP			
OSCE training	£1,000.00	£1,000.00	£0.00
Accommodation	£1,650.00	£1,650.00	£0.00
Total cost of recruitment per Nurse	£10,276.00	£9,900.00	£376.00