

Reference Number: FOI202223/341
From: Commercial
Date: 15 December 2022
Subject: Details of international recruitment

Please could you advise on the following questions for the period of 1st Jan 2021 - Present.

Q1 How many external international hires has Liverpool Heart and Chest NHS Foundation Trust made over this period?

A1 108

Q2 Can you break this down by role (Registered Nurse, Mental Health Nurse, Occupational Therapist etc)?

A2 108 Nurses

Q3 What is Liverpool Heart and Chest NHS Foundation Trust total international recruitment spend for this period?

A3 £1,101k

Q4 What percentage of international recruitment is done directly (if any)?

A4 None, used an external company

Q5 How much of this budget was spent on external agencies? Who are the agencies and what is their cost per agency?

A5 £602,000 with NHS PROFESSIONALS LTD

Q6 Who is the senior most responsible officer in relation to this budget?

A6 James Bradley

Q7 Do you have a centralised recruitment team at Liverpool Heart and Chest NHS Foundation Trust or are the recruitment budgets and responsibility managed by your service leads?

A7 Central Recruitment Team

Q8 Who are these recruitment / service leads?

A8 Peter Cook

Q9 What is the organisational structure within your recruitment and HR Teams at Liverpool Heart and Chest NHS Foundation Trust?

A9 See attachment – *341 FOI Response*

Staff names exempted under Section 40: Personal Information. Although the information relates to their public role and accountability for managing budgets, disclosure of names of all individuals may potentially have adverse consequences to the employees. Any names of staff that are available in the public domain are accessible via our website or previous FOI requests on our disclosure log.

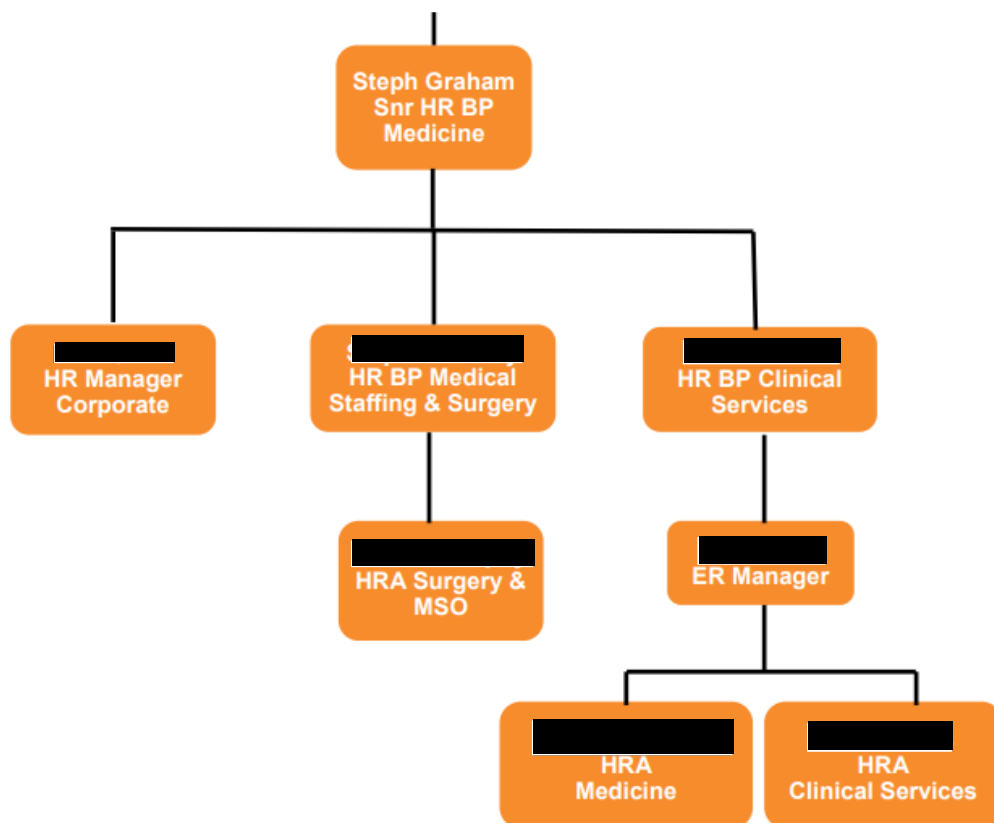
- <http://www.lhch.nhs.uk/>
- <http://www.lhch.nhs.uk/About-Us/information-governance/DisclosureLog.aspx>

Human Resources Team Structure

Karen Nightingall – CPO

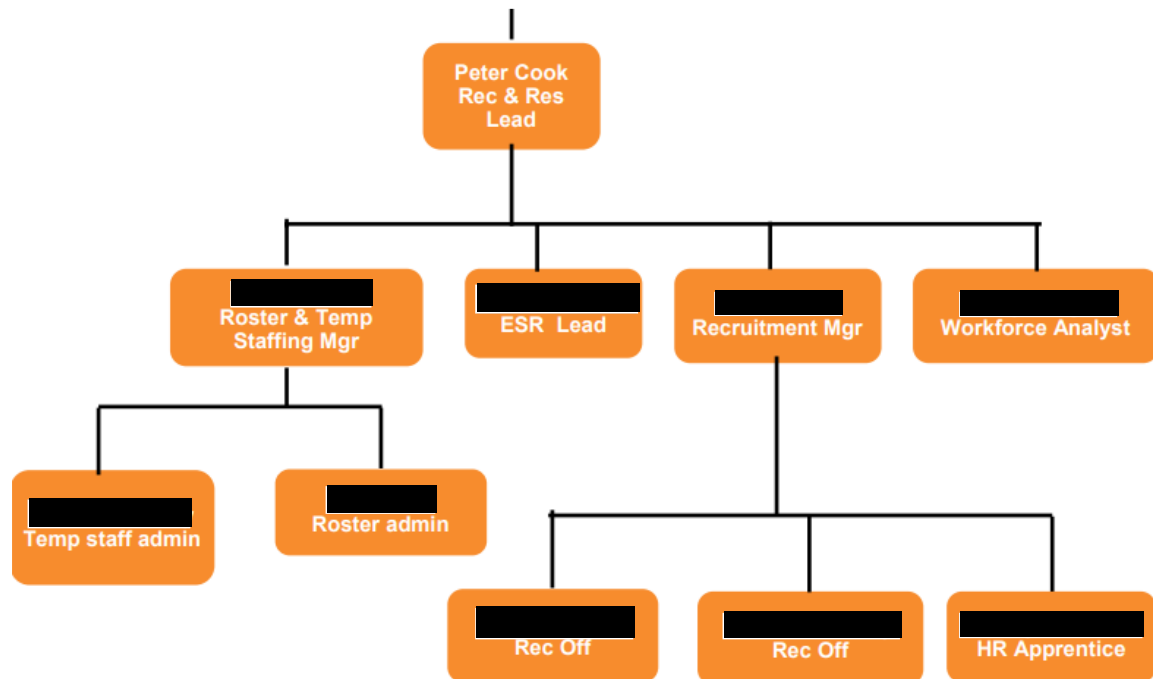
Sarah Smith – Head of HR Ops

Business HR Team (as at Sept 22)



Name	Role	Portfolio
Steph Graham	Senior HRBP	Medicine Division BP Team Leader
[REDACTED]	HRBP	Surgical Division Medical Staffing
[REDACTED]	HRBP	Clinical Services Division Employee relations BP
[REDACTED]	HRM	Corporate Services Health and Wellbeing
[REDACTED]	HRM	Employee Relations Lead AFC Governance/Policies
[REDACTED]	HRA	Medicine Division/AFC admin
[REDACTED]	HRA	Surgical Division/Medical Staffing
[REDACTED]	HRA	Clinical Services Division/Governance admin

Transactional HR Team



Name	Role	Portfolio
Peter Cook	Recruitment & Resourcing Lead	Recruitment & Retention Temporary Staffing Workforce Systems
	HealthRoster & Temporary Staffing Manager	Health Roster Temporary Staffing
	Recruitment and Employee Services Team Leader	Recruitment Employment Services
	ESR and Senior Employment Services Advisor	ESR Employment Services Workforce Reporting
	HR and Education Analyst	Workforce Reporting HR SharePoint Development
	Health Roster Administrator	Health Roster ESR
	Resourcing Officer	Medicine and Corporate Services
	Resourcing Officer	Clinical Services and Surgery
	Temporary Staffing Coordinator	Temporary Staffing
	HR Assistant	HR Admin Support