

Reference Number: FOI202324/384
From: Private Individual
Date: 23 November 2023
Subject: International recruitment, staffing and agency spend.

Q1 Please complete the below table in relation to international recruitment within the Trust:

A1

Staff Type	Nurses	Doctors	AHPs
Number of staff recruited in total in 2022 where sponsorship was required?	40	4	3
Number of staff recruited in total in 2023 (to date) where sponsorship was required?	22	5	0
Was a recruitment agency used for any international recruitment in 2022 and/or 2023?	Yes	No	No
If yes, which recruitment agent(s) were used?	NHSP	N/A	N/A
How many staff requiring sponsorship were recruited via a recruitment agency in 2022?	40	0	0
How many staff requiring sponsorship were recruited via a recruitment agency in 2023 (to date)?	22	0	0
What was the average fee (per placement) paid by the Trust to recruitment agencies for international recruitment in 2023 (to date)?	Information exempt under Section 43 - Due to the potential damage to commercial interests of the current suppliers as release of this information and any other unique pricing likely to be requested for disclosure would allow other competitors a significant competitive advantage and thus harm the commercial interests of our current suppliers.		

Q2 Does the Trust currently have a managed service arrangement in place for any of the following staffing categories?

A2

Staff type	Yes/No
Nurses	No
Doctors	No
AHPs	No
NMNC	No

Q3 If you answered yes to any of the staff types in Q2, please complete the following table:

A3	Staff type	Nurses	Doctors	AHPs	NMNC
	Which Managed Service provider is being used?	N/A	N/A	N/A	N/A
	Does the managed service include a direct engagement service?	N/A	N/A	N/A	N/A
	Which framework was this managed service procured under (if any)?	N/A	N/A	N/A	N/A
	When did this agreement start?	N/A	N/A	N/A	N/A
	When does this agreement expire?	N/A	N/A	N/A	N/A
	What has the total cost of this managed service been to the Trust in 2023 (to date)?	N/A	N/A	N/A	N/A

Q4 Does the Trust currently have a master vend arrangement in place for any of the following staffing categories?

A4	Staff type	Yes/No
	Nurses	No
	Doctors	No
	AHPs	No
	NMNC	No

Q5 If you answered yes to any of the staff types in Q4, please complete the following table:

A5	Staff type	Nurses	Doctors	AHPs	NMNC
	Which provider are you currently using for your master vend arrangement?	N/A	N/A	N/A	N/A
	Which framework was this service procured under?	N/A	N/A	N/A	N/A
	When does this agreement expire?	N/A	N/A	N/A	N/A

Q6 What is the total agency spend for 2022 and 2023 (to date)?

A6	Staff type	Nurses	Doctors	AHPs	NMNC
	What was the total agency spend for 2022?	£130,879.04	N/A	£278,869.01	£136,102.36
	What is the total agency spend for 2023 (to date)?	£94,628.11	N/A	£530,589.01	£44,893.79

Q7 Does the Trust have any arrangements in place with an external recruitment agency to supply RPO (Recruitment Process Outsourcing) services for any of the following as staffing categories?

A7	Staff type	Yes/No
	Nurses	No
	Doctors	No

AHPs	No
NMNC	No

Q8 If you answered yes to any of the staff types in Q7, please complete the following table:

A8

Staff type	Nurses	Doctors	AHPs	NMNC
Which department(s) are using an RPO service?	N/A	N/A	N/A	N/A
How many staff have been recruited under this agreement in 2023 (to date)?	N/A	N/A	N/A	N/A
Which agency is currently being used?	N/A	N/A	N/A	N/A
What is the fee that is currently being charged for this service?	N/A	N/A	N/A	N/A

Q9 What has the total agency spend been for the following staffing categories within the Trust?

A9

Staff type	Nurses	Doctors	AHPs	NMNC
Total agency spend for 2022?	£130,879.04	N/A	£278,869.01	£136,102.36
Total agency spend for 2023 (to date)?	£94,628.11	N/A	£530,589.01	£44,893.79
Which band/grade and specialism has seen the highest agency spend in 2023 (to date)?	Band 5 - Clinical Services SICU	N/A	Band N/A - Surgery	Band N/A - Medicine