

Reference Number: FOI202425/111
From: Commercial
Date: 10 June 2024
Subject: Use of Agencies and International Recruitment Practices

- Q1 Use of Agencies
- a) Does the trust use agencies to support with permanent/international hires?
 - b) Which agencies do you work with for international recruitment?
 - c) Which types of hires do you regularly hire through these partners? (Doctors, dentists, nurses, AHP, Non-medical)
 - d) Please provide a breakdown of how many hires you made through these sources in the last 12 months. (Doctors, dentists, nurses, AHP, Non-medical)
 - e) Please provide details about the fees paid to your agency partners, including the lowest fee, highest fee, and average fee (Over the last 12 months)
 - f) What was the total spend on permanent international hires over the last 12 months?
- A1
- a) No
 - b) Information not held- no agencies worked with for international recruitment.
 - c) Information not held- as per A1b.
 - d) Information not held- as per A1b.
 - e) Information not held- no fees paid to agency partners.
 - f) £0.
- Q2 Recruitment Practices and Processes
- a) Do you do any direct internal international recruitment?
 - b) If yes, what processes does the trust use to find and hire?
 - c) If yes, can you provide an example of the last time you did this, the number of hires you made, and how much it cost you?
 - d) If yes, which countries did you target?
 - e) If yes, what were the challenges of the experience?
 - f) How do you assess the qualifications and credentials of international candidates?
 - g) Do you have a minimum requirement for experience for international hires? (Doctors, dentists, nurses, AHP, Non-medical)
- A2
- a) No
 - b-g) Not applicable, as per A2a.
- Q3 Current and Future Hiring
- a) Do you intend to continue to hire foreign-trained medical professionals?
 - b) What percentage of your staff are currently foreign-trained?
 - c) Would the trust benefit from an international agency with lower fees?
 - d) Does the trust have enough of a budget to hire all the staff they need?
 - e) Do you have a specific budget for international recruitment? If so, how much?
 - f) What is a breakdown of the open vacancies the trust currently has? (Doctors, dentists, nurses, AHP, Non-medical)
 - g) Would the trust hire internationally for these vacancies?

- h) Does the trust believe the number of vacancies will increase in the coming years?
- i) Do you have any plans to support this?

- A3
- a) Yes
 - b) Information not held- the Trust does not routinely collate or hold this information centrally as part of its management or performance data.
 - c) Having considered this question, we do not deem that it meets the criteria for a valid request for information under the FOIA, as it is asking for perspective and opinion rather than recorded data or information held by the Trust i.e., it does not 'describe the information being requested'.
 - d) Yes
 - e) No
 - f) Information not held- no open vacancies at time of request.
 - g) Not applicable, as per A3f)
 - h) No
 - i) Not applicable, as per A3h)

- Q4 Recruitment Efficiency and Challenges
- a) What is the average time to hire for international positions?
 - b) What are the main challenges your trust faces in recruiting international staff?
 - c) What support services do you provide to international staff to help them integrate into the UK and the NHS? This can include language training, cultural orientation, and professional development.
 - d) What retention strategies does your trust employ for international staff?
 - e) How do you measure the success of your international recruitment efforts?
 - f) Do you collaborate with any educational institutions or professional bodies to support international recruitment?
 - g) What percentage of your total recruitment budget is allocated to international hiring?
 - h) Have you implemented any digital tools or platforms to assist with international recruitment? If so, which ones?
 - i) Are there any upcoming changes in your international recruitment strategy or policies?

- A4
- a) Information not held- this is not calculated on an individual basis for international positions.
 - b) Having considered this question, we do not deem that it meets the criteria for a valid request for information under the FOIA, as it is asking for perspective and opinion rather than recorded data or information held by the Trust i.e., it does not 'describe the information being requested'.
 - c) Leadership Professional Development course
 - d) Career development
 - e) Recruitment and retention targets
 - f) No
 - g) 0%
 - h) No
 - i) No

- Q5 Benefits and Support
- a) What benefits do you offer international staff? (Including but not limited to: free flights, initial accommodation, visa sponsorship, onboarding programs, test or qualification fees)
 - b) Who deals primarily with international hires? (person & department)

- A5
- a) Sponsorship
 - b) Recruitment Team

- Q6 Visa and Immigration
- a) What types of visas does the trust sponsor for international hires?
 - b) What is the average time taken to process visa applications for international recruits?
 - c) Are there any specific challenges the trust faces in securing visas for international staff?
 - d) Does the trust provide any assistance or support for international hires during the visa application process?
 - e) What percentage of international hires face visa rejections or delays, and how does the trust manage these situations?

- A6
- a) Skilled worker
 - b) Information not held – the Trust does not routinely collate or hold this information centrally as part of its management or performance data.
 - c) Staff hitting the correct banding.
 - d) No
 - e) 0%