

Ref No.: FOI-2425-SG14828

Date FOI request received: 7th June 2024

Date FOI response: 1st July 2024

REQUEST:

Please can you provide me with answers to the following questions regarding the use of agencies to recruit overseas medical staff.

1. Has the Trust used agencies to recruit permanent/international doctors in the last 6 months and if so, which agencies were used?
2. Has the Trust used agencies to recruit permanent/international nurses in the last 3 months and if so, which agencies were used?
3. Has the Trust used agencies to recruit permanent/international allied health professionals in the last 6 months and if so, which agencies were used?
4. Please provide a breakdown of the number of doctors by grade and specialism placed as result of permanent/fixed-term/international recruitment in the last 6 months using agencies
5. Please provide a breakdown of the number of nurses by specialism i.e. general ward, midwifery, mental health etc placed as result of permanent/international recruitment in the last 6 months using agencies
6. Please provide a breakdown by band and profession of the number of allied health professionals placed as result of permanent/fixed-term/international recruitment in the last 6 months using agencies
7. What was the total permanent/international recruitment agency spend on the before mentioned job roles?
8. Does your Trust intend to recruit doctors, nurses or allied health professional on a permanent/fixed-term/international recruitment basis using an agency over the next 12 months? If so which categories and anticipated volume for each category
9. Are there any contract end dates for the supply of permanent/fixed-term/international doctor, nurses or allied health professionals occurring in 2024/25 if so, what dates and with which providers?
10. Are you intending to come out to tender or complete mini competitions for suppliers of permanent/fixed-term/international doctor, nurses or allied health professionals in the financial year 2024/25?
11. Please confirm your current nursing vacancy rate by band and specialism across your trust
12. Please confirm your current doctor's vacancy rate by grade and speciality across your trust
13. Do you have a central recruitment team or an international recruitment lead?
14. Please provide the contact name of the person in charge of all medical recruitment in relation to permanent/fixed-term/international recruitment?

15. Please provide the contact name of the person in charge of all nursing recruitment in relation to permanent/international recruitment?

16. Please provide the contact name of the person in charge of your procurement department for dealing with permanent/international recruitment?

OUR RESPONSE:

From our preliminary assessment, we estimate that compliance with your request would exceed the appropriate costs limit under section 12 of the Freedom of information Act 2000, currently £450, as we do not centrally record all of the information being requested. However, rather than refusing your request in its entirety we are providing information where it is reasonable to do so:

1. No.
2. International Nurses only. Agencies not used for permanent non international recruitment. The information in relation to which agencies are used is exempt from disclosure under Section 21 of the Freedom of Information Act 2000 as it is published on the following website - <https://www.crowncommercial.gov.uk/agreements> This is an absolute exemption and there is no requirement that we consider the Public Interest Test when relying upon this exemption.
3. No.
4. Not applicable.
5. 17 General Nurses and 26 Mental Health Nurses.
6. Nil.
7. £252,614
8. No current plans for procuring an agency for medical or AHP staff, plans are under review for Nursing staff.
9. None for doctors. Please see below for Nursing:

(Nursing) Agency	Framework	Expiry of Contract
Charkos	RM6163 NHS Workforce Alliance	12/06/2025
Your World	RM6162 NHS Workforce Alliance	11/06/2025
NEU Professionals	RM6161 NHS Workforce Alliance	16/05/2025

10. No.

11. We do not centrally record all this information. Please see our response above.

	Vacancy WTE
Registered Nursing, Midwifery and Health Visiting Staff	480.83

Adult nursing	186.66
District nurses	2.02
Health visitors	38.99
Qualified school nurses	1.51
School nursing	2.44
Post registration trainee	3.56
Hospital based	105.28
Community	139.17
Post registration learners	1.20

12. We do not centrally record all this information. Please see our response above.

	Vacancy WTE
Medical and Dental	39.11
Consultant	16.23
Non-Consultant career grades (excluding trainees)	3.89
Trainees	19.00

13. Both.
14. The Medical Staffing Team on behalf of Dr Bhanu Chadalavada (medical director) In accordance with the Privacy and Electronic Communications (EC Directive) Regulations we withhold permission for you to either store these details on your database or make unsolicited contact for marketing purposes.
15. Asha Day. In accordance with the Privacy and Electronic Communications (EC Directive) Regulations we withhold permission for you to either store these details on your database or make unsolicited contact for marketing purposes.
16. Darren Wilson, Head of Procurement. In accordance with the Privacy and Electronic Communications (EC Directive) Regulations we withhold permission for you to either store these details on your database or make unsolicited contact for marketing purposes.