

**FOI 6135 - Attachment 1**

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

The UHB confirms that it does not have an international recruitment budget for any overseas campaigns and also do not use any agencies to proactively recruit from overseas.

However, if an agency recruits an applicant from overseas into a hard to fill position the costs would be allocated to that specific department's budget. In addition, overseas applicants can apply for any advertised vacancy of their own accord.

2. 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).

The UHB provides, within the table below, the number of current vacancies, for the categories requested.

<b>Category</b>	<b>Number</b>
Allied Health Professionals (AHP)	32
Health Science Services (HSS)	12
Medical and Dental (M&D)	276
Nursing and Midwifery (N&M)	403

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

The UHB confirms that it does not currently have any international recruitment projects and therefore, does not hold the information requested.

4. Any exclusive agreements or managed services used (Please include start and end dates of contracts)

The information requested is already within the public domain. Therefore, the UHB has applied an Exemption under Section 21 of the Freedom of Information Act 2000 (FoIA), as the information is accessible by another means. The UHB has answered a similar Freedom of Information request FOI/2946/20, which is available on our disclosure log.

For ease of reference please click on the attached link which will take you directly to the UHB's disclosure log webpage:

<https://hduhb.nhs.wales/about-us/governance-arrangements/freedom-of-information/disclosure-log/>

5. Frameworks currently called off for International placements/general permanent recruitment (e.g. London Procurement Partnership, CCS RM6162)

Please see response to question 3.

6. 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)

The UHB confirms that it generally negotiates an introduction fee of £12,000.00 for a permanent substantive Consultant and £8,000.00 for a permanent substantive Specialty and Associate Specialist/Junior Doctor. These costs are paid by the recruiting service within UHB.

Additionally, for hard to fill and critical posts a relocation package of £8,000.00 is available (Terms & Conditions apply).