

<b>Reference:</b>	FOI.2572.20
<b>Subject:</b>	International recruitment
<b>Date of Request:</b>	24 February 2020

**Requested:**

Please send me:

1. International recruitment budget (If not an allocated budget, under which cost centre would the budget sit?)
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). See List of AHP/HSS Disciplines at the end of this email.
3. Current supplier(s) for international recruitment projects/general permanent recruitment (Broken down into staff categories ie Doctors, Nurses, AHP/HSS)
4. Any exclusive agreements or managed services used (Please include start and end dates of contracts)
5. Frameworks currently called off for International placements/general permanent recruitment (e.g. London Procurement Partnership, CCS RM6162)
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)

AHP	HSS
Art Therapists	Anatomical Pathology
Drama therapists	Biomedical scientists clinical support workers
Music therapists	Cancer screening
Chiropodists/podiatrists	Clinical sciences
Dietitians	Cytology
Occupational therapists	Dental services
Operating Department Practitioners	Genetic counsellors
Orthoptists	Healthcare science
Osteopaths	Medical technology
Paramedics	Optometry
Physiotherapists	Orthoptists and optometrists
Prosthetists and Orthotists	Pharmacy
Radiographers	Theatre practitioners
Speech and language therapists	Physician Associates

I would like the above information to be provided to me in a spreadsheet format.

**Response:**

Hywel Dda University Health Board (UHB), provides the information in an Excel spreadsheet as requested, Attachment 1.

As the costs requested from the UHB relates to third parties, the UHB considers that Section 43 applies to question 6, as answering would be Prejudicial to their Commercial Interests. Section 43(2) exempts information, disclosure of which would or would be likely to prejudice the commercial interests of any person, in this case the provider listed above. Commercial interests may be prejudiced where disclosure would, or would likely to:

- Weaken a company's position in a competitive environment by revealing market sensitive information or information of potential usefulness to its competitors
- Damage a company's business reputation or the confidence that customers/users, suppliers or investors may have in it.

This exemption is qualified; therefore, even if information falls within Section 43, public authorities must then apply the public interest test set out in Section 2(2)(b).

The information can only be withheld if the public interest in maintaining the exemption outweighs the public interest in disclosure.

The UHB has therefore considered the following:

**In favour of disclosure:** There is a public interest in transparency and in the accountability of public funds. Furthermore, it is in the public's interest that public funds be used effectively and that public sector bodies obtain the best value for money when contracting for the provision of services. Private sector bodies engaging in commercial activities with the public sector must expect some information about those activities to be disclosed.

**Against Disclosure:** Disclosure of this information would have a direct impact and cause substantial harm to the suppliers as it would disclose their pricing and products/services provided to the UHB, and this would be likely that this would damage their ability to work within a highly competitive sector. The information being requested is likely to be used by their competitors to gain a competitive advantage.

It has therefore been decided above that releasing the information under the Freedom of Information Act 2000, to which the UHB is subject, will give an unfair advantage to the suppliers' competitors. The UHB believes that there is wider established public interest in companies not being prejudiced merely because they have contracted with a public sector body, and that there is a public interest in ensuring that there is competition for public sector contracts.

**Decision:** - The UHB considers that the public interest in withholding the costs is greater than the interests in disclosing it and thereby giving unfair commercial advantage to competitors of the company to which this information concerns.