

Reference:	FOI.10232.22
Subject:	International recruitment
Date of Request:	9 November 2022

Requested:

Please could you answer the below questions in relation to international/overseas recruitment during financial year 2021/ 2022

1. During the last financial year how many nurses, doctors or AHP have been recruited internationally via an agency?
2. How much spend has been used for international recruitment?
3. What agencies do you currently use for international recruitment?
4. How did the trust engage with these agencies (direct award, Call off agreement, Mini tender)?
5. How many vacancies do the Trust have for nurses, doctors and AHPs?
6. Who in your trust is responsible for international recruitment?

Response:

1. Hywel Dda University Health Board (UHB) does not actively recruit international or overseas Doctors or Allied Health Professionals (AHPs). However, we can confirm that one hundred (100) Internationally Educated Nurses (IENs) were sourced via the Once for Wales International Nurse Recruitment Project during the requested timeframe.
2. The UHB spent £1million on the recruitment of the IENs detailed in response to question 1.
3. The agencies that supply the IENs into the Once for Wales International Recruitment Nurse project are:
 - Medacs
 - Your World
 - ID Medical
 - MHR
4. As NHS Wales Shared Services Partnership (NWSS) is responsible for engaging the agencies, this part of your request is therefore best directed to NWSSP for response. The NWSSP Freedom of Information (FOI) Team is contactable by email on: shared.services@wales.nhs.uk
5. The table below provides the number of Whole Time Equivalent (WTE) vacancies within the UHB for the requested occupational groups as at 31 October 2022.

Category	WTE vacancies
Nursing and Midwifery	390.55
Medical and Dental	74.30
AHP	41.28

6. Lisa Gostling, Executive Director of Workforce and Organisational Development is responsible for international recruitment within the UHB.