

Reference:	FOI.15031.24
Subject:	International recruitment
Date of Request:	9 August 2024

Requested:

- How many roles did you recruit via international recruitment during the period August 2023 to July 2024?
Please provide a further breakdown by:
 - Number of Nurses including banding
 - Number of Doctors including grades
 - Number of AHP/HSS including banding
- Of these hires made please confirm the number of hires made using a recruitment agency.
Please provide a further breakdown by:
 - Number of Nurses including banding
 - Number of Doctors including grades
 - Number of AHP/HSS including banding
- Of the agencies used, please confirm:
 - Which agency was used for the hire
 - Which framework was utilised for the hire. Please include non-framework agencies also.

Example:

Type	Band / Grade	Hire date	Agency	Framework
RGN	Band 5	Sept 23	Agency X	WFA RM633

Response:

- Hywel Dda University Health Board (UHB) provides, within the table below, the number of staff internationally recruited, by the job roles and pay bands requested, during the period August 2023 to July 2024.

Job role	Band/Grade	Number
Nurses	Band 4/5	82
Doctors	Clinical Fellow	3
AHP/HSS	Not applicable	0
Total		85

Please note:- all Internationally Educated Nurses (IENs) are employed at Agenda for Change (A4C) Band 4 whilst undertaking their mandatory Objective Structured Clinical Examination (OSCE) training. As soon as OSCE training is successfully completed, they receive their Nursing and Midwifery Council (NMC) Registration and are moved to A4C Band 5.

- The UHB confirms that it used recruitment agencies for all of the internationally recruited staff.
- The UHB provides, within the table below, the agencies used for internationally recruited staff, by role and the framework used, during the period August 2023 to July 2024.

Job role	Agency	Number	Framework
Nurse	ID Medical	12	HTE-TWS2-1B Welsh Government- Kerala Government Memorandum of Understanding
	Medacs	9	
	My Healthcare Recruit	8	
	Your World	6	
	Norka Roots	47	
Doctor	Norka Roots	3	