

<b>Reference:</b>	FOI.16444.25
<b>Subject:</b>	International recruitment
<b>Date of Request:</b>	24 January 2025

**Requested:**

1. Could you please provide the contact details for the procurement officer responsible for international recruitment within the trust? For Doctors, Nurses and AHP
2. Outside of Procurement who is the Senior Officer Responsible for International Recruitment For Nurse, Doctors, AHP? and their Contact details?
3. Additionally, what is the budget allocated for international recruitment for the financial year 2025/26 for Nurse, Doctors, AHP? Who is the responsible officer to allocate this budget?
4. Current Vacancies at the trust per Specialty: General Nurse/ Mental Health Nurses/ AHP/ Doctors
5. During the financial year 2023/24, which international recruitment partners did the trust use, if any? Who are they planning to use for 2025/26? Who is the responsible officer who decides this?
6. How many international Doctors/Nurse/AHP did the trust receive in the financial year 2023/24?
7. What was the international recruitment spend Bifurged by Doctors/Nurses/AHP by the trust for the financial year 23/24?

**Response:**

1. Hywel Dda University Health Board (UHB) can confirm that it does not have a procurement officer for international recruitment. Lisa Gostling, Executive Director of Workforce and Organisational Development / Deputy Chief Executive Officer is responsible for international recruitment.

As contact details are already within the public domain, the UHB has applied an exemption under Section 21 of the Freedom of Information Act 2000 (FoIA), as information is accessible by another means.

Contact details for Executive Directors are available on the UHB's website. For ease of reference, a link to the relevant webpage has been provided below:

[Board members - Hywel Dda University Health Board](#)

2. Please see the response to question 1.
3. The UHB does not hold the information requested, as there is no dedicated budget for international recruitment.
4. The UHB provides the number of approved Whole Time Equivalent (WTE) vacancies per speciality as at 31 December 2024 in Attachment 1.

5. The UHB confirms that during the 2023/24 financial year, the approved commercial agencies available for sourcing international nurses were awarded contracts via an All Wales competitive process led by NHS Wales Shared Partnership Services. The agencies used were:

- ID Medical
- Medacs
- MHR Recruitment (MHR)
- WE Solutions (WES)
- Your World

The UHB confirms that there are no current plans to use commercial agencies for international recruitment during the 2025/26 financial year.

6. During the 2023/24 financial year, eighty-three (83) international nurses began working in the UHB.

7. The UHB does not hold the information exactly as requested, as it is unable to provide a breakdown by speciality. However, the total amount spent on international recruitment during the 2023/24 financial year was £1,093,312.00.