

<b>Reference:</b>	FOI.16682.25
<b>Subject:</b>	International recruitment
<b>Date of Request:</b>	25 February 2025

**Requested:**

1. How many roles did you recruit via international recruitment during the period August 2024 to January 2025?  
Please provide a further breakdown by:
  - Number of Nurses including banding
  - Number of Doctors including grades
  - Number of AHP including banding
  
2. 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 including banding
  
3. Of the agencies used, please confirm:
  - a. Which agency was used for the hire
  - b. Which framework was utilised for the hire
 Please include non-framework agencies also

**Response:**

1. Hywel Dda University Health Board (UHB) provides within the table below, the number of staff recruited as part of formal international recruitment initiatives, by the job roles and pay bands requested, during the period August 2024 to January 2025.

Job role	Band/Grade	Number
Nurses	Band 4/5	59
Doctors	Not applicable	0
AHP	Not applicable	0

2. The UHB confirms that it used a recruitment agency for all of the staff referred to in response to question 1.
  
3. The UHB provides within the table below, the agency used for our international recruitment initiatives by role and the framework used, during the period August 2024 to January 2025.

Job role	Agency	Number	Framework
Nurse	Norka Roots	59	Welsh Government - Kerala Government Memorandum of Understanding