

Reference:	FOI.6558.21
Subject:	International staff
Date of Request:	27 July 2021

Requested:

1. Please list the number of nurses of each nationality recruited into your organisation from overseas during the last financial year 2020-2021, and the current financial year to date.
2. Please list the number of doctors of each nationality recruited into your organisation from overseas during the last financial year 2020-2021, and the current financial year to date.
3. Please list the number of AHPs of each nationality recruited into your organisation from overseas during the last financial year 2020-2021, and the current financial year to date.
4. In 2021 to date, has your organisation recruited healthcare professionals from countries graded 'red' on the WHO list referenced in the DHSC Code of Practice for international recruitment? Full list available here for reference:
<https://www.nhsemployers.org/articles/developing-countries-recruitment>
 - a. If you answered yes to Q4, please also list any third-party recruitment agencies used to support the passage of these professionals to the UK from offer stage onwards.
5. Please list the agency partners (UK) currently used by your organisation for overseas recruitment of the following staff groups:
 - a. Nurses
 - b. Doctors
 - c. AHPs

Response:

1. – 3. Hywel Dda University Health Board (UHB) provides, within the table below, the total number and nationalities of nurses, doctors and Allied Health Professions (AHP) recruited from overseas during the financial years 2020/21 and 2021/22 to date.

Nationality	2020/21	2021/22 to date
American	*	0
Bangladeshi	*	0
British	*	*
Egyptian	14	*
French	*	0
German	*	0
Indian	8	*
Iraqi	*	0
Malaysian	*	0
Nigerian	8	*
Norwegian	*	0
Pakistani	6	*
Romanian	*	0
Sri Lankan	*	*

Sudanese	*	*
Syrian	*	*
Welsh	*	0
Total	55	15

Please note: The majority of the above were recruited from individual applications made via NHS jobs, or occasionally via recruiting agencies, that have been asked to recruit to individual vacancies for exceptionally hard to fill posts.

Where the figures in the table have been replaced with an asterisk (*), the UHB is unable to provide you with the exact numbers and is unable to provide the data broken down in to the three (3) staff groups requested, due to the low numbers of cases (5 and under), as there is a potential risk of identifying individuals if this was disclosed. The UHB is therefore withholding this detail under Section 40(2) of the FoIA. This information is protected by the Data Protection Act 2018/General Data Protection Regulations 2016 (GDPR), as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles 6 and 9 of the GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the Data Protection Act 2018/General Data Protection Regulations 2016 defines personal data as data which relates to a living individual who can be identified solely from that data or from that data and other information which is in the possession of the data controller.

4. The UHB confirms that fourteen (14) doctors have been recruited from countries graded 'red' on the WHO list during the period 1 January 2021 to 31 July 2021; 12 have started in post and two are waiting for a commencement date.

No other healthcare professionals have been recruited from countries graded 'red' on the 'WHO' list during the period January 2021 to 31 July 2021.

All offers of employment have been made following individual applications in response to adverts for individual posts on-line following an advert on NHS Jobs or with agencies for the purpose of securing permanent doctors from overseas who comply with the standards supporting ethical recruitment. The UHB has not initiated international recruitment campaigns. However, have responded to expressions of interest for individual vacancies from individual candidates.

- a. The UHB confirms that the third-party recruitment agencies used to support the passage of the professionals to the UK from offer stage onward are Medacs and BDI Resourcing. However, the UHB's Medical Recruitment Team manage the on-boarding process with the Recruitment Agencies only being utilised in the identification of suitable candidates.

5. The UHB confirms that it does not currently have any international recruitment projects and therefore, does not hold the information requested.