

<b>Reference:</b>	FOI.6259.21
<b>Subject:</b>	Medical vacancies
<b>Date of Request:</b>	17 June 2021

**Requested:**

1. Between January 1<sup>st</sup> 2021 and 31<sup>st</sup> May 2021, how many permanent Doctors Vacancies have been filled within the Trust by agencies.
2. Please break down the number of permanent roles that have been filled by agencies between 1<sup>st</sup> January 2021 and 31<sup>st</sup> May 2021; e.g. SHO's, Middle Grade's, Consultant's
3. Please list the providers you have utilised between 1<sup>st</sup> January 2021 and 31<sup>st</sup> May 2021 to source permanent vacancies for doctors.
4. Who is the person responsible for recruiting Permanent Doctors agency requirements within your trust?
5. Please list the agencies the trust have used 'Off Framework' for permanent vacancies between 1<sup>st</sup> January 2021 and 31<sup>st</sup> May 2021.

**Response:**

1. Hywel Dda University Health Board (UHB) confirms that seven (7) permanent doctor vacancies have been offered and filled through recruitment agencies, during the period 1 January to 31 May 2021.
2. The UHB confirms that no permanent roles that have been filled by agencies between during the period 1 January to 31 May 2021. Recruitment agencies are used to recruit hard to fill medical vacancies which are for an initial twelve (12) month period and are not permanent contracts.  
  
However, the UHB can confirm that the offered positions recruited to, for 12 month contracts, was for five (5) were Specialty Doctors/Senior Clinical Fellows (Registrar level) and two (2) were Locum Consultant level.
3. The UHB provides, within the table below, the recruitment agencies utilised to source permanent vacancies, during the period 1 January to 31 May 2021.

<b>Recruitment agency</b>
Medacs
BDI Resourcing
IMG Connect
Vobis
Remedium
Global Exec Solutions (GES)
Indigo Healthcare
Kaizen recruitment
Athona
Holt

PE Global
Medsol Healthcare
RPO Medical
Xander Henrix

4. The UHB confirms that Annmarie Thomas, Assistant Director of Workforce and Organisational Development (Resourcing & Utilisation), is responsible for the recruitment of permanent doctors.
5. The UHB confirms that the only 'Off Framework' agency used is IMG Connect, which was managed via a Single Tender Action process. All other agencies used are covered by a Procurement Framework.