

Reference:	FOI.9289.22
Subject:	Permanent and international recruitment
Date of Request:	12 July 2022

Requested:

Please could you provide the following information under the freedom of information act covering the last 12 months:

1. Has the Trust used agencies to recruit permanent/international doctors and if so which agencies were used?
2. Has the Trust used agencies to recruit permanent/international nurses and if so which agencies were used?
3. Has the Trust used agencies to recruit permanent/international allied health professionals and if so which agencies were used?
4. Has the Trust used agencies to recruit permanent/international non-medical non-clinical staff and if so which agencies were used?
5. Please provide a breakdown of the number of staff placed as result of permanent/international recruitment using agencies split by; doctors, nurses, allied health professionals and non-medical non-clinical? Please also provide the associated costs broken down in the same format.
6. Does your Trust intend to recruit the beforementioned job roles on a permanent/international recruitment basis using an agency over the next 12 months?
7. What was the total permanent/international recruitment agency spend on the beforementioned job roles?
8. What was your total temporary agency spend on the beforementioned job roles?
9. Do you have a central recruitment team or an international recruitment lead?
10. The contact name of the person in charge of your procurement department for dealing with permanent/international recruitment?

Clarified

Please respond with data for both permanent and international recruitment (separately). Regarding question 5, please give spend in term of agency fees.

Question 7 is similar to question 5 except it wants a total agency spend on permanent and international roles rather than a breakdown of the agency spend on the different job roles. This covers any agency fees and onboarding costs, for example.

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with all of the information requested for question 5, as it is estimated that the cost of answering your request would exceed the “appropriate limit” as stated in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004. The “appropriate limit” represents the estimated cost of one person spending 18 hours (or 2 ½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

In order to provide you with the data requested for the placement of permanent non-medical non-clinical staff, the UHB would need to undertake a manual search of financial ledgers and invoices, to identify the information requested, as it is not recorded centrally.

The UHB is therefore applying an exemption under Section 12 of the Freedom of Information Act 2000 (FoIA), which provides an exemption from a public authority’s obligation to comply with a request for information where the cost of compliance is estimated to exceed the appropriate limit.

However, under Section 16 of the FoIA, we are required as a public authority, to provide advice and assistance so far as it is reasonable, to individuals who have made a request under FoIA. Therefore, the UHB provides the information it holds and is accessible below.

1. The UHB confirms that it has not used agencies for the recruitment of international doctors, during the last twelve (12) months.

However, the UHB confirms that it has used the following agencies to recruit permanent doctors:

- BDI Resourcing Ltd
- IMG Connect Ltd
- Medacs
- Remedium Partners Ltd
- Vobis Group Ltd

2. The UHB confirms that it has not used agencies for the recruitment of permanent nurses, during the last twelve (12) months.

However, the UHB is engaged in an All Wales Once for Wales International Registered Nurse recruitment project with the following four (4) agencies being used:

- Medacs
- ID Medical
- Your World
- My HealthCare

3. The UHB confirms that it has not used agencies to recruit permanent or international Allied Health Professionals (AHP), during the last twelve (12) months.
4. The UHB confirms that it has not used agencies for the recruitment of international non-medical non-clinical staff, during the last twelve (12) months.

However, the UHB confirms that it has used the following agencies to recruit permanent non-medical non-clinical staff:

- Woodrow Mercer Recruitment
- Manpower UK Ltd
- Driver Hire Swansea
- Hays Specialist Recruitment Ltd
- Mace Ltd
- CPS Groups (UK) Ltd
- Medacs
- Social Value Portal Ltd

5. The UHB provides, within the table below, the number of staff placed as a result of permanent and international agency recruitment, by staff group and the associated agency costs, during the 12 month period of 1 July 2021 to 30 June 2022.

Staff Group	Number of permanent placements	Number of international placements	Associated agency fees
Nursing	Not applicable	11 international placements	£459,000.00 Total cost to recruit 100 nurses via the All Wales Once for Wales International RN recruitment project
Doctors	8 Depending on processing dates, this may include invoices paid pre-July 2021 placements paid after July 2021.	Not applicable	£75,040
ANP	Not applicable		
Non-medical / non-clinical	Section 12 exemption applied		

6. The UHB confirms that it will use agencies in the next twelve (12) months to recruit permanent and international staff if required, to fill hard or high-cost agency posts.

7. Please see response to question 5.

8. The UHB provides, within the table below, the total agency staff spend, by staff group, during the 12 month period of 1 July 2021 to 30 June 2022.

Staff Group	Agency spend
Nursing	£28.3m
Doctors	£6.8m
AHP	£1.1m
Non-medical / non-clinical	£0.19m

9. The UHB confirms that it does have a central recruitment team and an international recruitment lead.
10. The UHB's procurement service is provided by NHS Wales Shared Services Partnership (NWSSP). However, the UHB's agency nurses are sourced via an established Framework arrangement and not through the Procurement Department. Annmarie Thomas, Assistant Director of Workforce Resourcing and Utilisation is responsible for the management of temporary/flexible staffing.