

**Reference Number:** FOIAH2324/467  
**From:** Private Individual  
**Date:** 23 November 2023  
**Subject:** Recruitment of Nurses, Doctors, AHPs & NMNC

Q1 Please complete the below table in relation to international recruitment within the Trust:

A1

| Staff Type  | Nurses      | Doctors   | AHPs       |
|---|-------------|-----------|------------|
| Number of staff recruited in total in 2022 where sponsorship was required?  | 81          | 34        | 0          |
| Number of staff recruited in total in 2023 (to date) where sponsorship was required?  | 60          | 41        | 0          |
| Was a recruitment agency used for any international recruitment in 2022 and/or 2023? If yes, which recruitment agent(s) were used?  | Yes<br>NHSP | No<br>N/A | N/A<br>N/A |
| How many staff requiring sponsorship were recruited via a recruitment agency in 2022?   | 81          | N/A       | N/A        |
| How many staff requiring sponsorship were recruited via a recruitment agency in 2023 (to date)?                                     | 60          | N/A       | N/A        |
| What was the average fee (per placement) paid by the Trust to recruitment agencies for international recruitment in 2023 (to date)? | £2,100      | N/A       | N/A        |

Q2 Does the Trust currently have a managed service arrangement in place for any of the following staffing categories?

A2

| Staff type | Yes/No |
|------------|--------|
| Nurses     | Yes    |
| Doctors    | No     |
| AHPs       | Yes    |
| NMNC       | Yes    |

Q3 If you answered yes to any of the staff types in Q2, please complete the following table:

A3

| Staff type | Which Managed Service provider | Does the managed service include a direct | Which framework was this managed | When did this agreement start? | When does this agreement expire? | What has the total cost of this managed service |
|------------|--------------------------------|---|----------------------------------|--------------------------------|----------------------------------|---|
|------------|--------------------------------|---|----------------------------------|--------------------------------|----------------------------------|---|

|         | is being used?             | engagement service? | service procured under (if any)? |            |            | been to the Trust in 2023 (to date)? |
|---------|----------------------------|---------------------|----------------------------------|------------|------------|--------------------------------------|
| Nurses  | NHSP                       | No                  | HTE                              | 01/08/2023 | 31/07/2024 | £632,484.00                          |
| Doctors | Not applicable - as per A2 |                     |                                  |            |            |                                      |
| AHPs    | NHSP                       | No                  | HTE                              | 01/08/2023 | 31/07/2024 | £632,484.00                          |
| NMNC    | NHSP                       | No                  | HTE                              |            |            |                                      |

**Q4** Does the Trust currently have a master vend arrangement in place for any of the following staffing categories?

**A4**

| Staff type | Yes/No |
|------------|--------|
| Nurses     | No     |
| Doctors    | No     |
| AHPs       | No     |
| NMNC       | No     |

**Q5** If you answered yes to any of the staff types in Q4, please complete the following table:

**A5**

| Staff type | Which provider are you currently using for your master vend arrangement? | Which framework was this service procured under? | When does this agreement expire? |
|------------|--|--|----------------------------------|
| Nurses     | Not applicable - as per A4   |  |                                  |
| Doctors    |  |  |                                  |
| AHPs       |  |  |                                  |
| NMNC       |  |  |                                  |

**Q6** What is the total agency spend for 2022 and 2023 (to date)?

**A6**

| Staff type                          | 31/03/2022 Year ending | Actual 31/03/2023 YTD |
|-------------------------------------|------------------------|-----------------------|
| Non-medical - Clinical staff agency | £561,000               | £637,000              |
| Medical and dental agency           | £273,000               | £452,000              |
| NMNC                                | £320,000               | £377,000              |

**Q7** Does the Trust have any arrangements in place with an external recruitment agency to supply RPO (Recruitment Process Outsourcing) services for any of the following as staffing categories?

**A7**

| Staff type | Yes/No |
|------------|--------|
|            |        |

|         |    |
|---------|----|
| Nurses  | No |
| Doctors | No |
| AHPs    | No |
| NMNC    | No |

Q8 If you answered yes to any of the staff types in Q7, please complete the following table:

A8

| Staff type | Which department(s) are using an RPO service? | How many staff have been recruited under this agreement in 2023 (to date)? | Which agency is currently being used? | What is the fee that is currently being charged for this service? |
|------------|---|--|---------------------------------------|---|
| Nurses     | Not applicable – as per A7                    |  |                                       |   |
| Doctors    |   |  |                                       |   |
| AHPs       |   |  |                                       |   |
| NMNC       |   |  |                                       |   |

Q9 What has the total agency spend been for the following staffing categories within the Trust?

A9

| Staff type                          | 31/03/2022 Year ending | Actual 31/03/2023 YTD | Which band/grade and specialism has seen the highest agency spend in 2023 (to date)? |
|-------------------------------------|------------------------|-----------------------|--|
| Non-medical - Clinical staff agency | £561,000               | £637,000              | CAMHS/Theatres   |
| Medical and dental agency           | £273, 000              | £452,000              | CAMHS/Theatres   |
| NMNC                                | £320,000               | £377,000              | Admin and Estates  |