

**Reference Number:** FOIAH2425/138  
**From:** Commercial  
**Date:** 04 June 2024  
**Subject:** Trust use of agencies

**Use of Agencies:**

- Q1
- Does the trust use agencies to support with permanent/international hires?
  - Which agencies do you work with for international recruitment?
  - Which types of hires do you regularly hire through these partners? (doctors, dentists, nurses, AHP, Non-medical)
  - Please provide a breakdown of how many hires you made through these sources in the last 12 months. (doctors, dentists, nurses, AHP, Non-medical)
  - Please provide details about the fees paid to your agency partners, including the lowest fee, highest fee, and average fee. (over the last 12 months)
  - What was the total spend on permanent international hires over the last 12 months?

- A1
- Yes we have done for nursing in the past
  - NHS Professionals (NHSP)
  - Nurses
  - June 2023-June 2024 we recruited 39 international nurses
  - Information exempt under Section 43 - Due to the potential damage to commercial interests of the current suppliers as release of this information and any other unique pricing likely to be requested for disclosure would allow other competitors a significant competitive advantage and thus harm the commercial interests of our current suppliers.
  - Spend with NHSP for international hires is £267,453.63

**Recruitment Practices and Processes:**

- Q2
- Do you do any direct internal international recruitment?
  - If yes, what processes does the trust use to find and hire?
  - If yes, can you provide an example of the last time you did this, the number of hires you made, and how much it cost you?
  - If yes, which countries did you target?
  - If yes, what were the challenges of the experience?
  - How do you assess the qualifications and credentials of international candidates?
  - Do you have a minimum requirement for experience for international hires? (doctors, dentists, nurses, AHP, Non-medical)

- A2
- No
  - Not applicable as per A2a
  - Not applicable as per A2a
  - Not applicable as per A2a
  - Not applicable as per A2a
  - Recruiting partner undertakes these checks following the Trusts criteria, this is then confirmed at interview
  - Yes

**Current & Future Hiring:**

- Q3
- Do you intend to continue to hire foreign-trained medical professionals?
  - What percentage of your staff are currently foreign-trained?
  - Would the trust benefit from an international agency with lower fees?
  - Does the trust have enough of a budget to hire all the staff they need?
  - Do you have a specific budget for international recruitment? If so, how much?
  - What is a breakdown of the open vacancies the trust currently has? (doctors, dentists, nurses, AHP, Non-medical)
  - Would the trust hire internationally for these vacancies?
  - Does the trust believe the number of vacancies will increase in the coming years?
  - Do you have any plans to support this?

- A3
- Not currently
  - Information not held – the Trust does not routinely collate or hold this information centrally as part of its management or performance data.
  - Yes, if the quality was the same as our previous provider
  - No
  - No
  - Currently in registered nursing the Trust have a net vacancy rate of zero.
  - Not applicable as per A3f
  - No
  - Retention work. Professional Nurse Advocate (PNA) role. Preceptorship pathway. Restorative supervision

**Recruitment Efficiency and Challenges:**

- Q4
- What is the average time to hire for international positions?
  - What are the main challenges your trust faces in recruiting international staff?
  - What support services do you provide to international staff to help them integrate into the UK and the NHS?
  - This can include language training, cultural orientation, and professional development.
  - What retention strategies does your trust employ for international staff?
  - How do you measure the success of your international recruitment efforts?
  - Do you collaborate with any educational institutions or professional bodies to support international recruitment?
  - What percentage of your total recruitment budget is allocated to international hiring?
  - Have you implemented any digital tools or platforms to assist with international recruitment? If so, which ones?
  - Are there any upcoming changes in your international recruitment strategy or policies?

- A4
- We have designated start point so time to hire can vary
  - Finding international nurses with paediatric experience
  - We support creation of bank accounts, registering with GP's and have a forum of previous international nurses who provide a welcome.
  - We deliver in partnership with a local university a development programme
  - We are developing a career pathway which will include key elements for our internationally recruited nurses.
  - We explore retention data, staff survey information and our workforce race equality standard.
  - No
  - No further international recruitment is planned for nursing

- i. No
- j. There are no further plans for international nurse recruitment

**Benefits and Support:**

- Q5
- a. What benefits do you offer international staff? (including but not limited to: free flights, initial accommodation, visa sponsorship, onboarding programs, test or qualification fees)
  - b. Who deals primarily with international hires? (person & department)
- A5
- a. Our offer included, paying for flights and 3 months' worth of accommodation. The offer also included objective structured clinical examination (OSCE) training and paying for OSCE assessment. Onboarding, induction, visa payments and other elements of funding. PNA support.
  - b. Our nursing education and workforce team led by Phil OConnor Deputy Director of Nursing

**Visa and Immigration:**

- Q6
- a. What types of visas does the trust sponsor for international hires?
  - b. What is the average time taken to process visa applications for international recruits?
  - c. Are there any specific challenges the trust faces in securing visas for international staff?
  - d. Does the trust provide any assistance or support for international hires during the visa application process?
  - e. What percentage of international hires face visa rejections or delays, and how does the trust manage these situations?
- A6
- a. The Trust sponsors skilled worker visas
  - b. We process the applications typically within 48 hours.
  - c. No
  - d. Candidates are supported through the process by our recruitment and employment services team
  - e. Rejections - Zero. Number of delays - Information not held, the Trust does not routinely collate or hold this information centrally as part of its management or performance data. Where delays do occur, there is ongoing dialogue with the candidate and recruiting manager.