

Freedom of Information Request	FOI 22-608	9 th February 2023
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Please could you advise on the following questions for the period of 1st Jan 2021 - Present.

1. How many external international hires has Aneurin Bevan Health Board made over this period?

374

2. Can you break this down by role (Registered Nurse, Mental Health Nurse, Occupational Therapist etc)?

Role	Number
Registered Nurse	190
Clinical Fellows	143
Locum Consultants	7
Specialty Doctors	22
Specialist Grade	1
ICT Analysts	4
Biomedical Scientist	5
Radiographer	1
Pharmacy Assistant	1

3. What is Aneurin Bevan Health Board total international recruitment spend for this period?

The Health Board's spend for the period January 2021 to present is broken down as follows:

April 2020-March 2021 = £784,283
 April 2021-March 2022 = £551,417
 April 2022-January 2023 = £537,810

Please note the financial spend relates to the financial years April 2020 – January 2023 as this is how the Health Board accounts for its spend.

4. What percentage of international recruitment is done directly (if any)?

50.80% of the international recruitment during the period stated was undertaken through a centrally coordinated recruitment campaign.

50.20% was undertaken through ad hoc international applications from vacancies advertised on Trac.jobs and NHS Jobs.

5. How much of this budget was spent on external agencies? Who are the agencies and what is their cost per agency?

The agency fee expenditure for the requested period was £400,000.

The Health Board engaged with the following agencies during the period specified:

DoctorsRelocate
Medacs
My HealthCare Recruit
Your World

The Health Board is not able to provide a cost per agency as it is a commercially sensitive contract between two parties and exempt from disclosure under the Freedom of Information Act 2000 (Section 43) Commercial Interests.

This section of the Act sets out an exemption from the right to know if:

- The information requested is a trade secret, or
- Release of the information is likely to prejudice the commercial interests of any person. (A person may be an individual, a company, the public authority itself or any other legal entity).

6. Who is the senior most responsible officer in relation to this budget

Alex Curley, Acting Head of Procurement, Shared Services

7. Do you have a centralised recruitment team at Aneurin Bevan Health Board or are the recruitment budgets and responsibility managed by your service leads?

The Health Board undertakes international recruitment through centrally coordinated international recruitment campaigns by the Workforce and OD Recruitment team and through ad hoc divisional recruitment. All costs associated to international recruitment are borne by each division within the Health Board.

8. Who are these recruitment / service leads?

Ann Bentley – Head of Strategic Resourcing.

9. What is the organisational structure within your recruitment and HR Teams at Aneurin Bevan Health Board

The Health Board Workforce & Organisation Development division have set roles within its structure to support all Workforce activities. The structure for this workstream is outlined below:

