

Freedom of Information Request	FOI 22-272	13 <sup>th</sup> July 2022
--------------------------------	------------	----------------------------

**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?**

The Health Board have engaged with NHS Professional and Doctors Relocate for permanent/international medical recruitment during this period.

**2. Has the Trust used agencies to recruit permanent/international nurses and if so which agencies were used?**

The Health Board have undertaken targeted recruitment campaigns with Medacs, My HealthCare Recruitment and Your World Recruitment agencies through an All Wales International Nurse recruitment campaign. This campaign was not managed, procured or contracted directly by ABUHB.

**3. Has the Trust used agencies to recruit permanent/international allied health professionals and if so which agencies were used?**

The Health Board has not used agencies to recruit permanent/international allied health professionals.

**4. Has the Trust used agencies to recruit permanent/international non-medical non-clinical staff and if so which agencies were used?**

The Health Board have not undertaken a recruitment campaign for permanent/international non-medical non-clinical staff. However, the Health Board have used staffing agencies for temporary additional resource and the agency workers may apply for permanent roles during their placements.

**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.**

The Health Board can confirm the following number of appointments have been made in the last 6 months that we are centrally aware of:

- Nursing – 30 commenced employments with an additional 22 due to start by the end of September 2022 (as per response to question 2, recruitment was completed on an all Wales basis)
- Doctors – <5\*
- Allied Health – No central recruitment has been undertaken with recruitment agencies

\* The Health Board has sought to respond to your request in full; however, due to the small numbers involved, we are unable to provide actual numbers as the

potential risk of identifying individuals becomes significant. Please note that where the numbers are fewer than 5 this has been provided as <5 individuals. We are withholding the detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the Data Protection Act 1998, as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and Schedules 2 and 3 of the Act. This exemption is absolute and therefore there is no requirement to apply the public interest test.

**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?**

There are currently no plans to undertake additional international recruitment.

**7. What was the total permanent/international recruitment agency spend on the beforementioned job roles?**

As stated in question 5 above, nurse recruitment was undertaken on an all Wales basis.

In relation to doctors, due to the small numbers, unfortunately, the response to this question is regarded as commercial in confidence and cannot be disclosed. We have therefore applied a Section 43 exemption as the 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).

**8. What was your total temporary agency spend on the beforementioned job roles?**

Job Role	£
<b>Doctors</b>	<b>15,608,828.75</b>
<b>Nurses</b>	<b>30,140,776.78</b>
<b>Allied Health Professional</b>	<b>1,715,488.42</b>
<b>Non-medical / non-clinical</b>	<b>8,766,513.05</b>
	<b>56,231,607.00</b>
<b>Other agency staff not included above</b>	<b>1,085,289.66</b>
<b>Total Agency Costs 2021 / 22</b>	<b>57,316,896.66</b>

Notes:

Allied Health Professionals includes Dietetics, Occupational Therapy, Physiotherapy, Podiatry, Radiology and SALT

Non-medical / non-clinical includes Admin & Clerical and Estates

Others include Pharmacists, Biomedical Scientists & Lab Assistants / Pathology

**9. Do you have a central recruitment team or an international recruitment lead?**

Ann Bentley, Head of Strategic Resourcing, is the central recruitment lead for Nursing and recruitment campaigns.

**10. The contact name of the person in charge of your procurement department for dealing with permanent/international recruitment?**

Alex Curley, Acting Head of Procurement, Shared Services, is the person in charge of permanent and international recruitment.