

Rydym yn croesawu gohebiaeth yn y Gymraeg ac yn y Saesneg. We welcome correspondence in Welsh or English.

Dyddiad/Date: 20<sup>th</sup> March 2020  
Ein Cyf / Our Ref: 20-B-035

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I refer to your Freedom of Information Act Request acknowledged by ourselves on 24<sup>th</sup> February 2020. Your request sought information relating to international recruitment.

**1. International recruitment budget (If not an allocated budget, under which cost centre would the budget sit?)**

There is no specific international recruitment budget. However the following applies:

Doctors/Medical – Workforce & OD Budget

Nursing – Director of Nursing Budget

AHP/HSS – Not applicable. Swansea Bay is not recruiting internationally for these staff at present.

**2. Current vacancies across: Doctors, Nursing & Midwifery and AHP (Allied Health Professionals, e.g. Radiographers) & HSS (Health Science Services, e.g. Biomedical scientists) categories (Numbers only).**

Vacancies by staff group @ 31<sup>st</sup> January 2020:

Staff Group	FTE
Additional Professional Scientific and Technical	14.26
Allied Health Professionals	72.11



Healthcare Scientists	19.37
Medical and Dental	129.39
Nursing & Midwifery Registered	393.31

**3. Current supplier(s) for international recruitment projects/general permanent recruitment (Broken down into staff categories i.e. Doctors, Nurses, AHP/HSS)**

Doctors/Medical - BAPIO and Agencies on the Crown Commercial Service (CCS) Framework

Nursing - HCL Permanent Ltd

AHP/HSS – Not applicable. Swansea Bay is not recruiting internationally for these staff at present.

**4. Any exclusive agreements or managed services used (Please include start and end dates of contracts)**

Doctors/Medical – Medacs – 1<sup>st</sup> September 2015 to 31<sup>st</sup> August 2020

Nursing - HCL Permanent Limited between 1st August 2019 to 1st August 2020

**5. Frameworks currently called off for International placements/general permanent recruitment (e.g. London Procurement Partnership, CCS RM6162)**

Doctors/Medical – Agencies on the CCS Framework

Nursing - HealthTrust Europe for Nursing

**6. The average fee for a Doctor, nurse, AHS/HSS that is placed with respective rebate periods. (Please provide break down for separate charges such as relocation and other elements)**

This information has been withheld. Section 43 of the Act sets out an exemption for the right to know if 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). Section 43 is a qualified exemption. That is, it is subject to the public interest test.

Whilst the Health Board accepts that there is a public interest in ensuring openness and transparency and there is an interest in the public being aware of how much money is spent and the benefits derived from that expenditure. The Health Board believes that disclosure of information in a manner which fails to protect the interests and relationships arising in a commercial context could have the effect of discouraging companies from dealing with the Health Board because of fears that the disclosure of information could damage them commercially. In turn this could then jeopardise the Health Boards ability to compete fairly and pursue its function to bring forward development in the area and obtain value for money. It is therefore decided that it is not in the publics' interest to disclose this information.



However we can inform you that it is a condition of any overseas recruitment that recruits agree to pay a percentage of the relocation package upon leaving based on a sliding scale.

I hope this information is helpful. If you require anything further please contact us at [FOIA.Requests@wales.nhs.uk](mailto:FOIA.Requests@wales.nhs.uk).

Under the terms of the Health Board's Freedom of Information policy, individuals seeking access to recorded information held by the Health Board are entitled to request internal review of the handling of their requests. If you would like to complain about the Health Board's handling of your request please contact me directly at the address below or register your complaint via [FOIA.Requests@wales.nhs.uk](mailto:FOIA.Requests@wales.nhs.uk).

If after Internal Review you remain dissatisfied you are also entitled to refer the matter to the information commissioner at the Information Commissioner's Office (Wales), 2<sup>nd</sup> Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 029 2067 8400.

Yours sincerely



Pam Wenger  
**Director of Corporate Governance**

