



Rydym yn croesawu gohebiaeth yn y Gymraeg neu'r Saesneg. Atebir gohebiaeth Gymraeg yn y Gymraeg, ac ni fydd hyn yn arwain at oedi. We welcome correspondence in Welsh or English. Welsh language correspondence will be replied to in Welsh, and this will not lead to a delay.

Cais Rhyddid Gwybodaeth / Freedom of Information request **Ein Cyf / Our Ref: 22-L-022**

You asked:

You clarified on 16th January 2023 that you would like this information for calendar years 2021 and 2022.

1. How many external international hires has Swansea Bay University Health Board made over this period?

You clarified on 16th January 2023 that you would like this information split separately by year (2021 and 2022).

Doctors

2021 - 5 Locum Consultants
63 other grades

2022 - 5 Locum Consultants
1 Substantive Consultant
1 Specialist Grade
81 other grades

Nurses

2021 - 43

2022 - 182 + 21 awaiting visa for February + 142 awaiting to be onboarded (onboarded means awaiting final pre employment checks)

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

You clarified on 16th January 2023 that you would like this information split separately by year (2021 and 2022).

Doctors:

2021 - 5 Locum Consultants (Amended - 4 Locum consultants were already employed in SBU) 63 Clinical Fellows & LAS Grades and Specialty Doctors



2022 - 5 Locum Consultants & 1 Substantive & 1 Specialist Grade 81 Clinical Fellows & LAS Grades and Specialty Doctors

Nurses:

2021 - all Registered Nurses

2022 - all Registered Nurses

3. What is Swansea Bay University Health Board total international recruitment spend for each period?

You clarified on 16th January 2023 that you would like this information excluding staff wages split by year.

Doctors

2021 - £96,000 agency fees only

2022 - £91,000 agency fees only

Nurses

2021 - £405,521 (excl staff costs)

2022 - £1,771,625 (excl staff costs)

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

Doctors – 95%

Nurses - 5% (Please note the Health Board uses NHS Jobs to advertise posts – this is an E jobs board which can be accessed globally)

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

Doctors

Kaizen

BDI

Remedium

Doctors Relocate

IMG Connect

5% of international recruitment is done via agencies.

Nurses

Medacs Healthcare PLC

HCL Healthcare Ltd

95% of international recruitment is done via agencies.

I can confirm that SBUHB do not hold the information on international staffing costs split by agency centrally. As these agencies are used for both international and national staffing, to obtain this information would involve a manual trawl and search of invoices which we have estimated would significantly exceed the 18 hours limit set down by the FOI Act as the reasonable limit. Section 12 of the FOI Act and The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulation 2004 provides that we are not obliged to spend in excess of 18



hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

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

Doctors - Debbie Eytayo – Director of Workforce and OD

Nurses - Gareth Howells, Director of Nursing & Patient Experience

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

Doctors – Medical HR Team

Nurses – centralised recruitment team

8. Who are these recruitment / service leads?

Debbie Eytayo – Director of Workforce and OD.

9. What is the organisational structure within your recruitment and HR Teams at Swansea Bay University Health Board

Please find attached – appendix 1

