



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-G-006**

You asked:

Please note that this information has been provided for FY 2021/22

Please could you provide the following information under the freedom of information act covering the last 12 months:

1. Has the Health Board used agencies to recruit permanent/international doctors and if so which agencies were used?

Yes – Doctors Relocate, Remedium, Kaizen and BDI

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

Yes – Medacs and HCL Permanent

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

No

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

No

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.

Nursing – 109 staff members. I can confirm that SBUHB do not hold the information on costs 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.

Doctors – 7 staff members. Approximately £76k plus VAT.

AHPs – 0 staff members

Non Medical Non Clinical – 0 staff members

6. Does your Health Board intend to recruit the beforementioned job roles on a permanent/international recruitment basis using an agency over the next 12 months?

Nursing – yes

Doctors - dependant on success of own recruitment processes

AHPs – no

Non Medical Non Clinical – no

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

Please see Q5

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

We have recently responded to an FOIA request regarding this subject. Therefore I can confirm that the information you are seeking is held on our website within our FOIA disclosure log. Under Section 21 of the Freedom of Information Act (information accessible by other means), we are not required to provide information in response to a request if the information is already reasonably accessible to you. May I therefore recommend that you look at this link to our website: <https://sbuhb.nhs.wales/files/freedom-of-information-disclosure-log-2022/june/22-f-029-agency-spend>

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

Yes

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

Keir Warner – Head of Procurement

