



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

Cadeirydd/Chair: **Emma Woollett**
Prif Weithredwr/Chief Executive: **Mark Hackett**

gofalu am ein gilydd, cydweithio, gwella bob amser
caring for each other, working together, always improving

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: 23-E-043**

International nurses receive a package to support their relocation to the UK which incorporates both fixed and variable costs, some of which are reclaimable. The sum reclaimable decreases on a sliding scale basis where the percentage reclaimed decreases at set intervals. Please note that repayment fees for international nurses are set on a national basis and are consistent across all Welsh Health boards.

Please note that the Health Board is carrying out significant work around recruitment generally and has a dedicated area on its website for recruitment:
<https://sbuhb.nhs.wales/jobs/jobs-and-volunteering>. Within this area of the website the Health Board has details of vacancies, up-coming recruitment days, contact information and short videos (developed in-house) advertising the benefits of working for SBU and interviews with staff. As well as emphasising the career and learning opportunities offered by being part of such a large NHS organisation, we actively promote the great work-life balance that living in Swansea and South West Wales offers, including affordable housing, our beaches, countryside, etc. Much of our nurse recruitment campaigning is done through targeted social media campaigning, which has resulted in a number of experienced nurses joining us from other parts of the UK.

Work is underway to almost double the number of new nurses being recruited to Swansea Bay. Hundreds of nurses from overseas, known as internationally educated nurses, are being targeted to join the health board. Recruitment of internationally educated nurses is a key part of the health board's recruitment and retention plans. The health board is also looking to identify existing staff who wish to progress further by developing additional skills. In the last financial year, the health board recruited 140 internationally educated nurses. The target of 350 offers for overseas nurses for 2022/23 has been met – 201 nurses have arrived and the remainder will arrive April to July. The nurses have filled vacancies mainly in Morrison Hospital and theatres. The plan for 2023/24 is to recruit a further 350 nurses.

Healthcare support workers are also being encouraged to up-skill and expand their roles. We are also run a scheme with Swansea University where a number of our healthcare support workers have the opportunity to train part-time to become



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Swansea Bay University Health Board is the operational name of Swansea Bay University Local Health Board

registered nurses while still working as support workers. Other initiatives include the expansion of band four healthcare support worker roles across the organisation.

You asked:

Please can you provide the total spend on the international recruitment of nurses in the following financial periods:

1. For the financial year 21/22
2. For Quarters 1 and 2 of 22/23
3. For Quarters 3 and 4 of 22/23

Please can you also breakdown costs in terms of:

- Overseas trips
- Agency fees
- Flights
- Visas
- Expenses
- Living expenses for international recruits

Our response:

	21/22		22/23		Grand Total
	Q1&Q2	Q3&Q4	Q1&Q2	Q3&Q4	
Objective Structured Clinical Exam	£21,357.00	£50,758.00	£76,360.00	£31,723.00	£180,198.00
Placement Fees	£48,644.00	£183,759.00	£352,275.00	£395,524.00	£980,202.00
Removal Expenses	£0.00	£19,455.00	£88,912.00	£85,095.00	£193,462.00
Sponsorship	£0.00	£0.00	£0.00	£19,194.00	£19,194.00
Student Accommodation	£0.00	£0.00	£116,727.00	£-63,986.00*	£52,741.00
Taxi Cost	£0.00	£0.00	£37,975.00	£40,392.00	£78,367.00
Visa Costs	£79,975.00	£179,935.00	£328,413.00	£280,699.00	£869,022.00
Grand Total	£149,976.00	£433,907.00	£1,000,662.00	£788,641.00	£2,373,186.00

*Please note that in qtr3 and 4 for 2022/23, income was received from the international nursing staff paid towards their accommodation costs. Therefore this figure is shown as a negative value as this exceeded the outgoing cost for the health board.

