

FOI 082/2021

Request

I note that the Trust has used executive search firm Odgers Berndtson to recruit its new Director of Nursing.

Please could you confirm:

1. The scope of these services provided
2. The cost of the above services
3. How many firms were asked to submit proposals to undertake the work
4. The process undertaken to select this firm and the rationale for selecting this company rather than others
5. The tender documentation and proposal submitted by the firm
6. Please also release the above proposal or tender documentation in full, but redacted as appropriate.

Response

1. The scope of these services provided

Odgers provided a full search service for the Trust to appoint a Director of Nursing.

2. The cost of the above services

£21,250 + VAT

3. How many firms were asked to submit proposals to undertake the work

5

4. The process undertaken to select this firm and the rationale for selecting this company rather than others.

All agencies were asked to submit a tender in writing.

The process for the decision making was:

The decision-making panel for this tender will consist of:

- Chief Executive
- Non-Executive Director
- HR Rep

There will be no requirement for bidders to attend the panel. Criteria for assessing the bids will be as follows:

Criteria	Weighting
Overall approach to delivering the service	25%
Track record and experience	25%
Track record and approach to diversity and inclusion	15%
Track record and approach to values-based recruitment	15%
Price	20%

5. The tender documentation and proposal submitted by the firm

The Trust is unable to provide the tender documentation and proposal submitted by Odgers. This is because disclosure of the requested information may seriously prejudice the interests of the incumbent supplier, and any third parties that may wish to bid to supply this service in the future.

The Trust therefore, rely on exemption Section 43 of the Freedom of Information Act to deny this aspect of your request.

- 6. Please also release the above proposal or tender documentation in full, but redacted as appropriate – as above?**

Please refer to the response provided for question 5.