

## FOI 047/2025 Response

Please provide data for date range April 2024 to April 2025.

### 1. Recruitment Agency Hires

Please confirm the number of hires made for permanent posts, using a recruitment agency, broken down as follows:

- Number of Nurses including banding

62 Band 5 Nurses

- Number of Doctors including grades

1 WTE SAS

5 WTE Consultant post

- Number of Allied Health Professionals (AHP) including banding

0

### 2. Agencies Utilised

Please confirm the agency/ies used for these hires and the framework(s) under which you contracted with them. Please also note any agencies with whom you partnered off framework, if any:

- Agency/ies used for the recruitment of the above detailed staff

Nurses: Walson's, HCL, EBK with Avon and Wiltshire ICB and Charkos Global (All on frameworks)

Doctor: Pulse, MSI, Athona

- Framework(s) under which you contracted with the agency/ies

On Framework agencies for the noted agencies in question 2.

- Any agencies with whom you partnered off framework

The Trust do not routinely use off framework agencies.

### 3. Future International Recruitment Plans

Do you plan to undertake international recruitment within the next 18 months for:

- Nurses

No

- Doctors

Yes

- Allied Health Professionals (AHP)

0

#### 4. Long Term Workforce Plans

If the answer is yes to Q3, please provide a further breakdown of possible requirements:

- Number of Nurses including banding

0

- Number of Doctors including grades

Consultants 2 WTE

- Number of Allied Health Professionals (AHP) including banding

0

#### 5. International Recruitment (April 2024 to April 2025)

How many roles did you fill via international recruitment during the period April 2024 to April 2025? Please provide a further breakdown by:

- Number of Nurses including banding

62 Band 5 Nurses

- Number of Doctors including grades

1 WTE SAS

5 WTE Consultants

- Number of Allied Health Professionals (AHP) including banding

0

#### 6. Impact of International Recruitment

International recruitment has assisted in providing a consistent and sustainable workforce and has helped reduce temporary agency staffing and drive down recruitment costs in the long term. Do you:

- Agree
- Disagree

## 7. Decision-Makers

Who is responsible for deciding if international recruitment is to be undertaken? Please provide:

- Name
- Job Title

The Trust is unable to provide the requested information.

This is because we do not routinely release staff members personal information for those below a band 8c role.

The Trust therefore rely on exemption Section 40 of the Freedom of Information Act 2000 to deny this aspect of your request.

However, we can confirm that the Senior People Partner (Medical Workforce).