

**FOI 0406/2025 Response**

I am writing with a Freedom of Information request regarding your trust's use of recruitment agencies.

I would like to receive data on:

1. The current number of executives, managers, and clinical staff employed by your trust (separately for each staff category)

	Headcount	FTE
Executives	13	10.15
Clinical Staff	4429	4082.07
Senior managers and managers	180	172.67
Other	1035	952.73
Total	5657	5217.619

\*Data includes Executives and Non- Executives staff members.

2. The number of executives, managers, and clinical staff hired by your trust using a recruitment agency in each of the last 5 fiscal years, separately for each staff group

Please see tables below and note:

- We have not used a recruitment agency for executive or director-level staff for the noted time period.
- The data reflects the number of shift booking requests, not the number of staff recruited.

Staff hired using a recruitment agency for 2021	
Nursing and Midwifery Registered	3633
Additional Clinical Services	1837
Allied Health Professionals	841
Administrative and Clerical	733
Add Prof Scientific and Technic	471

Staff hired using a recruitment agency for 2022	
Nursing and Midwifery Registered	3907
Additional Clinical Services	1201
Administrative and Clerical	1150
Add Prof Scientific and Technic	887
Allied Health Professionals	521

Staff hired using a recruitment agency for 2023	
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Nursing and Midwifery Registered	6754
Additional Clinical Services	1948
Administrative and Clerical	942
Add Prof Scientific and Technic	804
Allied Health Professionals	309

Staff hired using a recruitment agency for 2024	
Nursing and Midwifery Registered	5098
Add Prof Scientific and Technic	912
Administrative and Clerical	99
Additional Clinical Services	48

Staff hired using a recruitment agency for Jan 2025 – to Current	
Nursing and Midwifery Registered	2486
Add Prof Scientific and Technic	277
Administrative and Clerical	78
Allied Health Professionals	45
Additional Clinical Services	32

**3. The annual staff turnover rate for each staff group over the last 5 fiscal years**

Please see the following definitions to help you in processing this request:

- **Executives:** Any members of top-level trust leadership, such as Chair, Chief Executive, Executive Directors (e.g., medical director, nursing director, finance director, Chief Operating Officer) responsible for overall strategy, quality, and governance.
- **Managers:** Senior management, such as service or care group directors, heads of nursing, clinical directors, general managers, and heads of corporate departments, typically overseeing multiple departments or an entire division, as well as Middle managers and Frontline managers, such as matrons, ward or department managers, team leaders, and service managers who manage day-to-day operations and directly supervise clinical and non-clinical teams.
- **Clinical staff:** Frontline clinical staff and support staff

	Mar-21	Mar-22	Mar-23	Mar-24	Mar-25
Executives	18.0%	30.6%	23.0%	6.5%	16.0%
Clinical Staff	12.9%	12.9%	12.0%	9.3%	12.9%
Senior managers and managers	13.6%	16.0%	9.0%	7.5%	12.6%
Other	8.9%	12.2%	14.4%	10.4%	10.1%

