

Ref. No: 0301  
Date: 04/10/23  
Subject: International Recruitment

## REQUEST

1. Over the last financial year, how many Nurses, Drs and AHPs have been recruited internationally?
2. How many international nurses, Drs and AHPs were recruited via an agency?
3. How did the Trust engage with these agencies (direct award, Call off agreement, tender, mini-competition)?
4. Which agencies were used over the last financial year for international recruitment, and were any of them on an exclusive basis?
5. How many vacancies do you currently have for international Nurses, Drs and AHPs?
6. What is the budget for international recruitment over and above any grant funding?
7. Who within your Trust is responsible for international recruitment?

## RESPONSE

St Helens and Knowsley Teaching Hospitals NHS Trust (STHK) and Southport and Ormskirk Hospital NHS Trust (S&O) became a single legal entity known as Mersey and West Lancashire Teaching Hospitals NHS Trust on 1<sup>st</sup> July 2023, as such parts of the response may be provided in two sections relating to the hospital sites of each of the legacy organisations.

1. Over the last financial year, how many Nurses, Drs and AHPs have been recruited internationally?

Site	Nurses	Drs	AHPs	Other
Legacy - STHK	100	23	<5	0
Legacy - S&O	27	0	<5	<5

#### Section 40: personal information

We are unable to provide precise figures when those figures refer to individuals in volumes of 5 or less due to the risk that individuals will be re-identified, as we are required to protect their identity under the General Data Protection Regulations & Data Protection Act 2018. In such circumstances Section 40(2) and Section 40(3) of the Freedom of Information Act apply. In this case, our view is that disclosure would breach the first data protection principle which states that personal data should be processed “lawfully, fairly and in a transparent manner”. It is the lawful aspect of this principle which, in our view, would be breached by disclosure, and in such circumstances, Section 40 confers an absolute exemption on disclosure.

#### **2. How many international nurses, Drs and AHPs were recruited via an agency?**

<b>Site</b>	<b>Nurses</b>	<b>Drs</b>	<b>AHPs</b>	<b>Other</b>
Legacy - STHK	0	<5	0	0
Legacy - S&O	0	0	0	<5

#### Section 40: personal information

Please note <5 has been added where the number of individuals is 5 or less, this information has been redacted to protect the confidentiality of individuals and to ensure they cannot be identified.

#### **3. How did the Trust engage with these agencies (direct award, Call off agreement, tender, mini-competition)?**

St Helens and Knowsley: Framework call off

Southport and Ormskirk: Selection process carried out by Cheshire International Recruitment Collaborative

#### **4. Which agencies were used over the last financial year for international recruitment, and were any of them on an exclusive basis?**

St Helens and Knowsley: BDI – on an exclusive basis.

Southport and Ormskirk: Apollo – not on an exclusive basis.

#### **5. How many vacancies do you currently have for international Nurses, Drs and AHPs?**

All vacancies that meet the visa requirements are eligible to be recruited to internationally. There are no set / allocated vacancies.

**6. What is the budget for international recruitment over and above any grant funding?**

The Trust does not have a specific international recruitment budget.

**7. Who within your Trust is responsible for international recruitment?**

St Helens and Knowsley: Hayley Proudlove, Head of Strategic Resourcing

Southport and Ormskirk: Andrea Padgeon, Head of Resourcing