

Freedom of Information Request: Our Reference CTHB_282_19

You asked:

International and Domestic Recruitment of Substantive Doctors and Nurses

1. At the time of your response, how many substantive job vacancies does the Health Board have in each of the following staff categories?

The below table shows permanent vacancies that were actively being recruited to on 12th September 2019 – this means currently under advert, being shortlisted or being interviewed for i.e. an offer has not been made in the system therefore the post is still a vacancy.

a) Consultant Doctors – 6

b) Non-Consultant Doctors – 6

c) Nurses (all grades excluding HCAs) – 167.32 FTE

d) Health Care Assistants (HCAs) – 22.56 FTE

(Includes Healthcare Assistants, Healthcare Support Workers, Clinical Support Worker, Nursing Assistant, Theatre Assistant, Lymphoedema Assistant, Physiotherapy HCA, Cancer Health Care Support Worker)

e) Allied Health Professionals (AHPs) – 27.13 FTE

(Includes some psychologists)

2. To within 10% accuracy, approximately what proportion of medical (doctor) shifts are covered by:

a) Agency Locums

b) Bank hours

c) Substantive hours

We are unable to provide an answer as information isn't recorded at this level.

3. Does the Health Board have agreed fees in place with any provider for 'temp to perm' hire and if so, what fees are agreed and with which agencies / suppliers? Please indicate any variances in grade / specialty or to the circumstances under which fees may be payable (for example reduced fees if the worker has been supplied on a temporary contract for more than 12 weeks). For each agreed fee, please state whether it refers to Nurses or Doctors, please exclude all other staff categories when answering this question.

The Health Board uses agencies on public sector approved frameworks only. All temp to perm hire fees are governed by the framework terms and conditions as appropriate.

4. For each of the following, please disclose any 'finders fees' the Health Board has agreed with recruitment businesses which are currently in effect regardless of whether any placements have yet been made on these terms:

a) Internationally recruited substantive doctors

b) Internationally recruited substantive nurses

c) Domestically recruited substantive doctors

d) Domestically recruited substantive nurses

The fees are governed by the framework used to procure the resource initially.

5. Please disclose the following in relation to 'finders fees' invoiced between 1st September 2018 and 31st August 2019:

The information requested in relation Doctors 'finders fees' is not captured centrally or in a way that the data you require could be easily extracted. Invoices are coded to a recruitment code that could be for adverts, agency charges and not just specifically for 'finders fees'.

As this is not information that the Health Board routinely compiles, we would have to carry out a specific exercise to collate this data. From our preliminary assessment, we estimate that to comply with your particular request would exceed the 18 hours time and £450 cost limit set out within Section 12 of the Freedom of Information Act. Therefore, we are unable to provide this element of your request. However, we are able to provide the information requested for Nurses as this is dealt with centrally. Please see response provided below.

Q5. a) Substantive Doctor	Highest Fee Paid	Average Fee Paid
Internationally Recruited		
Domestically Recruited		

Q5. b) Substantive Nurse	Highest Fee Paid	Average Fee Paid
Internationally Recruited	£2850.00	£2850.00
Domestically Recruited	n/a	n/a

6. If currently measured by the Health Board, please complete the following:

Q6.	Average Cost To Hire	Average Time To Hire
Substantive Nurse	Not recorded	81.5 days average for 19/20 year to date
Substantive Doctor	Not recorded	113.3 days average for 19/20 year to date

7. Does the Health Board use an Applicant Tracking System (ATS), for example Trac?

Yes.

8. Who is responsible for international recruitment of Doctors and Nurses at the Health Board (name(s) and job title(s))?

Sharon Page, Recruitment Project Manager
Nicholas Price, Senior HR Manager – Medical Workforce

9. Who are the Deputy and Assistant Directors of Workforce and HR at the Health Board?

Hywel Daniel is the Deputy Director of Workforce and Organisation Development

10. How many substantive doctors and nurses has the Health Board hired since 1st April 2019?

Please note, the data provided in the table below is the Headcount and FTE of Medical & Dental and Nursing & Midwifery Registered Permanent contract staff who started in Cwm Taf Morgannwg between 1 April 2019 and 31 August 2019.

Staff Group	Headcount	Sum of FTE
Medical and Dental	16	13.61
Nursing and Midwifery Registered	109	91.08