

Freedom of Information Request: Our Reference CTHB_113_20

You asked:

1. Can you please tell me if the Health Board used agencies to recruit international nurses during 2019? and which agencies were used?

I can confirm that Cwm Taf Morgannwg University Health Board used an agency to recruit international nurses during 2019. The agency used was Your World Recruitment Group Ltd.

2. If the Health Board did use agencies, can you tell me how many nurses were recruited and how much was spent recruiting overseas nurses via both framework and off framework agencies?

A total of 216 nurses were recruited (recruited meaning offered a post and not meaning started in post).

Costs incurred to date for recruitment of International Nurses:

Recruitment & visa fees	£371,476
Relocation & induction costs	£94,706
Testing & Qualifications	£25,841
Total	£492,023

The costs incurred are the total costs incurred by the Health Board as at 29th February 2020 for 57 individuals. The cost to the Health Board may increase in future for costs yet to be charged, or arrival of further nurses. The costs do not include the salary costs of the nurses recruited which are in line with Agenda for Change pay scales.

3. Did the Health Board engage with non framework agencies for international recruitment of nurses?

No, the Health Board did not engage with non framework agencies.

4. Can I also have the total cost to recruit one international nurse and what upfront costs the health board incurred, with the cost broken down?

Supplier fees are in line with the framework (RM6162 International Recruitment of Clinical Healthcare Professionals) and further costs are paid at cost with no administration charge (i.e. flights, visas, qualification requirements etc).

5. Does the Health Board have plans to recruit nurses internationally during 2020?

The 2019 recruitment is ongoing with recruited nurses relocating through 2020. Cwm Taf Morgannwg UHB reserves the right to review the numbers and possibly increase the numbers in 2020/21, however a decision has not been made at the time of writing.