

**You asked:**

- 1. Please list the number of nurses of each nationality recruited into your organisation from overseas during the last financial year 2020-2021, and the current financial year to date**

The Nationality field within the Electronic Staff Record (ESR) used within Cwm Taf Morgannwg University Health Board is not mandatory; therefore it is not possible to provide this information.

However, Cwm Taf Morgannwg University Health Board undertook a targeted recruitment programme in India, and commenced 130 overseas nurses in financial year 2020/2021. This programme has not been repeated in the current financial year.

- 2. Please list the number of doctors of each nationality recruited into your organisation from overseas during the last financial year 2020-2021, and the current financial year to date.**

The Nationality field within the Electronic Staff Record (ESR) used within Cwm Taf Morgannwg University Health Board is not mandatory; therefore, it is not possible to provide information relating to Nationality.

We are however able to report that for the period 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021, a total of 5 Doctors were recruited to Cwm Taf Morgannwg University Health Board. Of those, \*less than 5 declared that they were either from "Abroad – an EU Country" or " Abroad - Non EU Country".

- 3. Please list the number of AHPs of each nationality recruited into your organisation from overseas during the last financial year 2020-2021, and the current financial year to date.**

The Nationality field within the Electronic Staff Record (ESR) used within Cwm Taf Morgannwg University Health Board is not mandatory; therefore, it is not possible to provide information relating to Nationality.

We are however able to report that for the period 1<sup>st</sup> April 2021 to 31<sup>st</sup> July 2021, \*less than 5 AHPs was recruited to Cwm Taf Morgannwg University Health Board, who declared that they were either from "Abroad – an EU Country" or " Abroad - Non EU Country".

- 4. In 2021 to date, has your organisation recruited healthcare professionals from countries graded 'red' on the WHO list referenced in the DHSC Code of Practice for international recruitment? Full list available here for reference:**

**<https://www.nhsemployers.org/articles/developing-countries-recruitment>**

Yes, Medical Staff were recruited from countries graded "red" on the WHO list. This was due to the fact that they voluntarily engaged in recruitment activity, rather than as a result of Cwm Taf Morgannwg University Health Board targeting those countries directly or via a partner agency.

**4a. If you answered yes to Q4, please also list any third-party recruitment agencies used to support the passage of these professionals to the UK from offer stage onwards.**

BDI Recruitment.

**5. Please list the agency partners (UK) currently used by your organisation for overseas recruitment of the following staff groups:**

- a. Nurses**
- b. Doctors**
- c. AHPs**

- a. Nurses – Your World.
- b. Doctors – BDI Recruitment.
- c. AHP – Not applicable.

\* Please note exact figures have been withheld due to the low numbers involved. Where numbers are low we have considered that there is the potential for the individuals to be identified from the information provided, when considered with other information that may also be in the public domain.

In our view disclosure of these low figures would breach the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute as unfair and unlawful processing in regard to Articles 5, 6, and 9 of GDPR. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This exemption is absolute and therefore there is no requirement to apply the public interest test.