

## **Freedom of Information Request: Our Reference CTMUHB\_234\_22**

### **You asked:**

Please could you provide the following information under the freedom of information act covering the last 12 months:

**1. Has the Trust used agencies to recruit permanent/international doctors and if so which agencies were used?**

A number of agencies send CVs for Medical Staff to Cwm Taf Morgannwg University Health Board. However, it does have a contract with BDI, specifically for overseas recruitment of medical staff.

**2. Has the Trust used agencies to recruit permanent/international nurses and if so which agencies were used?**

Cwm Taf Morgannwg University Health Board has used the following agencies to recruit permanent/international nurses: Medacs Healthcare, My Healthcare Recruit, Your World Healthcare and ID Medical Recruitment.

**3. Has the Trust used agencies to recruit permanent/international allied health professionals and if so which agencies were used?**

Cwm Taf Morgannwg University Health Board has not used agencies to recruit permanent/international allied health professionals.

**4. Has the Trust used agencies to recruit permanent/international non-medical non-clinical staff and if so which agencies were used?**

Cwm Taf Morgannwg University Health Board has used Harvey Nash Recruitment Consultancy.

**5. Please provide a breakdown of the number of staff placed as result of permanent/international recruitment using agencies split by; doctors, nurses, allied health professionals and non-medical non-clinical? Please also provide the associated costs broken down in the same format.**

A total of 18 registered nurses have been placed within Cwm Taf Morgannwg University Health Board, out of a pipeline of 97.

The agency fee is £2200 per nurses.

From June 2021 onwards 12 doctors have been appointed via the Overseas Recruitment Campaign. Of those, 9 have commenced, 1 withdrew, 1 had the offer withdrawn and 1 has yet to commence in post. One doctor was also appointed via an Agency, outside of the Overseas Campaign, however withdrew following the conditional offer stage.

£90,000

A total of 4 Executive Directors have been placed within Cwm Taf Morgannwg University Health Board from Jun2 2021 to date.

£44,000

**6. Does your Trust intend to recruit the before mentioned job roles on a permanent/international recruitment basis using an agency over the next 12 months?**

Cwm Taf Morgannwg University Health Board has a Nursing project underway, but at this time it is not determined whether this work will continue over the course of the next 12 months.

**7. What was the total permanent/international recruitment agency spend on the before mentioned job roles?**

Please see response to Q5.

**8. What was your total temporary agency spend on the before mentioned job roles?**

This data is not available at individual post level. However, the total temp agency spend by staff group is shown below for the period Jun 21 to May 22:

	£'000
Administrative, Clerical & Board Members	1,927
Medical & Dental	11,555
Nursing & Midwifery Registered	19,731
Prof Scientific & Technical	30
Additional Clinical Services	4,137
Allied Health Professionals	1,264
Healthcare Scientists	1,014
Estates & Ancillary	1,616
Students	0

**9. Do you have a central recruitment team or an international recruitment lead?**

Cwm Taf Morgannwg University Health Board has an International Recruitment Lead.

**10. The contact name of the person in charge of your procurement department for dealing with permanent/international recruitment?**

All recruitment is done via [NHS Wales Shared Services Partnership](#) (NWSSP). The E-mail address is : [shared.services@wales.nhs.uk](mailto:shared.services@wales.nhs.uk)