

Freedom of Information Request: Our Reference CTMUHB_16_23

You asked:

Thank you so much for your initial response (CTMUHB_487_22). In addition to my previous request, please could you answer the following questions if possible:

- 1. How many external international hires have been made at Cwm Taf Health Board in 2021, and in 2022. Please can you share the total for each year separately, not a combined total.**

Can you break this down by number of hires per role for each of 2021 and 2022. Please can you keep the response for each year separate. (e.g 2021: 50 Nurse, 25 AHP, 3 Midwife, 10 Doctor, 30 Paramedic / 2022: 40 Nurse, 30 AHP, 10 Midwife).

Based on what is held centrally on our Electronic Staff Record (ESR) please see figures below, this is reliant on the information being recorded on ESR. Therefore, this may not be a complete picture.

ESR identifies a Recruitment Source of either Abroad - EU Country or Abroad - Non EU Country. This does not include Agency Staff.

Recruitment Source	Abroad - EU Country			
Recruitment Source	Abroad - Non EU Country			
Headcount		Start Year		
Staff Group	Role	2021	2022	Grand Total
Additional Clinical Services	Assistant	0	1	1
	Healthcare Assistant	1	0	1
Administrative and Clerical	Officer	0	1	1
Allied Health Professionals	Physiotherapist	1	0	1
Medical and Dental	Specialty Doctor	0	4	4
	Specialty Registrar	2	13	15
Nursing hired as band 4 pre-reg nurses, supported to obtain band 5/registration	Nurse	35	96	131
Total		39	115	154

- 2. What is Cwm Taf Health Board total international recruitment spend for each period, excluding staff wages?**

The Health Board report financially on an annual basis for 2021/2022 which covers April 2021 – Mar 2022, we are unable to split costs for 2021 and 2022 directly. There was a specific overseas recruitment campaign for Nursing and Medical undertaken by [NHS Wales Shared Services Partnership](#) on our behalf for 2021/22 at a cost of £1,052,869. There was no direct overseas recruitment for the other staff groups, so there is either no cost associated with the recruitment, or we are unable to identify the costs specifically to the members of staff recruited.