

## FOI\_1715\_2024-25 – FOI Request concerning Overseas Recruitment

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1. **Has the Trust used agencies to recruit permanent/international doctors in the last 6 months and if so, which agencies were used?**  
No
2. **Has the Trust used agencies to recruit permanent/international nurses in the last 3 months and if so, which agencies were used?**  
No
3. **Has the Trust used agencies to recruit permanent/international allied health professionals in the last 6 months and if so, which agencies were used?**  
No
4. **Please provide a breakdown of the number of doctors by grade and specialism placed as result of permanent/fixed-term/international recruitment in the last 6 months using agencies**  
N/A
5. **Please provide a breakdown of the number of nurses by specialism i.e. general ward, midwifery, mental health etc placed as result of permanent/international recruitment in the last 6 months using agencies**  
N/A
6. **Please provide a breakdown by band and profession of the number of allied health professionals placed as result of permanent/fixed-term/international recruitment in the last 6 months using agencies**  
N/A
7. **What was the total permanent/international recruitment agency spend on the before mentioned job roles?**  
N/A
8. **Does your Trust intend to recruit doctors, nurses or allied health professional on a permanent/fixed-term/international recruitment basis using an agency over the next 12 months? If so which categories and anticipated volume for each category**  
No

9. Are there any contract end dates for the supply of permanent/ fixed term/ international doctor, nurses or allied health professionals occurring in 2024/25 if so, what dates and with which providers?

No

10. Are you intending to come out to tender or complete mini competitions for suppliers of permanent/fixed-term/international doctor, nurses or allied health professionals in the financial year 2024/25?

No

11. Please confirm your current nursing vacancy rate by band and specialism across your trust

Please see a table below:

Registered Nursing, Midwifery and Health Visiting Staff	AfC 5	AfC 6	AfC 7	AfC 8a	AfC 8b	AfC 8c	AfC 8d
Adult nursing	19.73	4.00	4.32	-1.36	1.30	0.00	1.07
Children's nursing	8.40	19.92	4.59	0.31	0.11	0.00	0.00
Community nursing staff	-5.96	19.24	0.92	0.00	0.00	0.99	0.00
Learning disability nursing	1.00	-0.75	0.80	0.00	0.00	0.00	0.00
Mental health nursing	8.04	8.51	0.00	0.00	0.40	0.00	1.00

12. Please confirm your current doctor's vacancy rate by grade and speciality across your trust

Please see a table below:

Medical and Dental	Consultant Grade	Non-Consultant Grade
General Surgery	0.00	0.00
Neurology	-0.40	1.00
Obstetrics & Gynaecology	-0.60	0.00
Palliative Medicine	0.00	0.00
Psychiatry	1.50	3.76
Other	-1.28	15.06

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

Yes

14. Please provide the contact name of the person in charge of all medical recruitment in relation to permanent/fixed-term/international recruitment?

Martin Jones (Head of People Operations)  
Email address: martin.jones@solent.nhs.uk

**15. Please provide the contact name of the person in charge of all nursing recruitment in relation to permanent/international recruitment?**

Martin Jones (Head of People Operations)  
Email address: martin.jones@solent.nhs.uk

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

Terry Quarrington  
Email address: terry.quarrington@solent.nhs.uk