

FOI_1720_2024-25 – FOI Request concerning International Recruitment

1. Use of Agencies

a) Does the trust use agencies to support with permanent/international hires?

No

b) Which agencies do you work with for international recruitment?

N/A

c) Which types of hires do you regularly hire through these partners? (doctors, dentists, nurses, AHP, Non-medical)

N/A

d) Please provide a breakdown of how many hires you made through these sources in the last 12 months. (doctors, dentists, nurses, AHP, Non-medical)

0

e) Please provide details about the fees paid to your agency partners, including the lowest fee, highest fee, and average fee. (over the last 12 months)

0

f) What was the total spend on permanent international hires over the last 12 months?

0

2. Recruitment Practices and Processes

a) Do you do any direct internal international recruitment?

Yes

b) If yes, what processes does the trust use to find and hire?

NHS jobs

c) If yes, can you provide an example of the last time you did this, the number of hires you made, and how much it cost you?

October 2023 no cost

d) If yes, which countries did you target?

We do not target any countries.

e) If yes, what were the challenges of the experience?

N/A

f) How do you assess the qualifications and credentials of international candidates?

Standard NHS employer checks with addition of IELTS and CBT

g) Do you have a minimum requirement for experience for international hires? (doctors, dentists, nurses, AHP, Non-medical)

No

3. Current and Future Hiring

a) Do you intend to continue to hire foreign-trained medical professionals?

Not currently

b) What percentage of your staff are currently foreign-trained?

Not known

c) Would the trust benefit from an international agency with lower fees?

No

d) Does the trust have enough of a budget to hire all the staff they need?

N/A

e) Do you have a specific budget for international recruitment? If so, how much?

No

f) What is a breakdown of the open vacancies the trust currently has? (doctors, dentists, nurses, AHP, Non-medical)

| Registered Nursing, Midwifery and Health Visiting Staff | AfC 5 | AfC 6 | AfC 7 | AfC 8a | AfC 8b | AfC 8c | AfC 8d | AfC 9 |
|---|-------|-------|-------|--------|--------|--------|--------|-------|
| Adult nursing | 19.73 | 4.00 | 4.32 | -1.36 | 1.30 | 0.00 | 1.07 | 0.00 |
| Children's nursing | 8.40 | 19.92 | 4.59 | 0.31 | 0.11 | 0.00 | 0.00 | 0.00 |
| Community nursing staff | -5.96 | 19.24 | 0.92 | 0.00 | 0.00 | 0.99 | 0.00 | 0.00 |
| Learning disability nursing | 1.00 | -0.75 | 0.80 | 0.00 | 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 | 0.00 |

g) Would the trust hire internationally for these vacancies?

Not currently

h) Does the trust believe the number of vacancies will increase in the coming years?

No

i) Do you have any plans to support this?

N/A

4. Recruitment Efficiency and Challenges

a) What is the average time to hire for international positions?

Not monitored

b) What are the main challenges your trust faces in recruiting international staff?

None

c) What support services do you provide to international staff to help them integrate into the UK and the NHS?

We have our own pastoral care support programme.

d) This can include language training, cultural orientation, and professional development.

See above.

e) What retention strategies does your trust employ for international staff?

Nothing specific for international staff

f) How do you measure the success of your international recruitment efforts?

We monitor retention, staff engagement sessions with chief nurse and career progression.

g) Do you collaborate with any educational institutions or professional bodies to support international recruitment?

No

h) What percentage of your total recruitment budget is allocated to international hiring?

None

i) Have you implemented any digital tools or platforms to assist with international recruitment? If so, which ones?

No

j) Are there any upcoming changes in your international recruitment strategy or policies?

No

5. Benefits and Support

a) What benefits do you offer international staff? (including but not limited to: free flights, initial accommodation, visa sponsorship, onboarding programs, test or qualification fees)

Flights, 3 months accommodation, refund of CBT IELTS and professional registration. IELTS training and travel costs to exams

b) Who deals primarily with international hires? (person & department)

International recruitment team Martin Jones

6. Visa and Immigration

a) What types of visas does the trust sponsor for international hires?

Tier 2, student and dependant

b) What is the average time taken to process visa applications for international recruits?

Not monitored

c) Are there any specific challenges the trust faces in securing visas for international staff?

No

d) Does the trust provide any assistance or support for international hires during the visa application process?

No

e) What percentage of international hires face visa rejections or delays, and how does the trust manage these situations?

None