

Ref. No: 0995
Date: 07/06/24
Subject: International Recruitment (Agencies)

REQUEST

Please can you provide me with answers to the following questions regarding the use of agencies to recruit overseas medical staff.

1. Has the Trust used agencies to recruit permanent / international doctors in the last 6 months and if so, which agencies were used?
2. Has the Trust used agencies to recruit permanent / international nurses in the last 3 months and if so, which agencies were used?
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?
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.
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.
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.
7. What was the total permanent / international recruitment agency spend on the before mentioned job roles?
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?
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?

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?
11. Please confirm your current nursing vacancy rate by band and specialism across your Trust?
12. Please confirm your current doctor's vacancy rate by grade and speciality across your Trust?
13. Do you have a central recruitment team or an international recruitment lead?
14. Please provide the contact name of the person in charge of all medical recruitment in relation to permanent / fixed-term / international recruitment?
15. Please provide the contact name of the person in charge of all nursing recruitment in relation to permanent / international recruitment?
16. Please provide the contact name of the person in charge of your procurement department for dealing with permanent / international recruitment?

RESPONSE

St Helens and Knowsley Teaching Hospitals NHS Trust and Southport and Ormskirk Hospital NHS Trust became a single legal entity known as Mersey and West Lancashire Teaching Hospitals NHS Trust on 1st July 2023, as such parts of the response may be provided in two sections relating to the hospital sites of each of the legacy organisations.

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?**

Not been informed of any future plans.

- 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?

Clinical Support & Community	% Vacancy
Band 5	8%
Band 6	5%
Band 8a	10%

Medicine and Urgent Care	% Vacancy
Band 5	11%
Band 6	9%
Band 8A	4%

Surgery	% Vacancy
Band 5	7%
Band 6	5%
Band 8B	50%

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

Clinical Support Services and Community	% Vacancy
Consultant	28%
Specialty Doctor	36%

Medicine and Urgent Care	% Vacancy
Consultant	11%

Surgery	% Vacancy
Consultant	4%
Specialty Doctor	18%

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

Vicki Lewis

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

Vicki Lewis

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

Vicki Lewis

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

Chris McNamara