

Sent via email

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Dear [REDACTED]

### **Request for Information**

I write further to your request FOI ID 44192 under the Freedom of Information Act 2000 regarding: -

International Recruitment

Your request is set out below:

1. Use of Agencies

- a) Does the trust use agencies to support with permanent/international hires?  
**Some executive search for high level roles, no international recruitment.**
- 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)  
**None of the disciplines mentioned.**
- 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)  
**N/A**
- 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)  
**N/A**
- 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? Partnership with BSW ICB and a supplier in India (not an agency)  
**To source international mental health nurses.**
- 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?

**We are proud to be smoke free**

Trust Chair – Dr Jackie Craissati  
Chief Executive – Sheila Stenson

**47 hires, £1995 per hire.**

- d) If yes, which countries did you target?

**India**

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

**Accommodation sourcing for high volumes of candidates.**

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

**NMC registration, OSCE, interviews for clinical roles.**

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

**Qualified and recognised by the NMC for clinical roles.**

3. Current and Future Hiring

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

**No**

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

**Unknown as would include more than international recruits, some domestic staff trained in their home countries previously.**

- 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?

**Yes**

- 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)

**Doctors – 48.4 WTE,**

**Dentists – N/A,**

**Nurses – 261.2,**

**AHP – 49.8,**

**Support to clinical staff – 231.02**

- g) Would the trust hire internationally for these vacancies?

**No**

- 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?

**3 months**

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

**Accommodation sourcing**

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

**Pastoral care, accommodation, sponsorship paid, flights, OSCE fees, initial welcome package. This can include language training, cultural orientation, and professional development. 8-week integration programme in India to enable smooth transition to UK practice, in collaboration with the Trust.**

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

**IR events, continued pastoral care, preceptorship programme for new international recruits.**

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

**Measuring reductions in temporary staffing spend.**

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

**British Indian Nurses Association**

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

**£0**

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

**No**

- i) 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)

**As mentioned above in support services.**

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

**Naomi Corner – People Team**

6. Visa and Immigration

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

**Depends on the skillset, in alignment with UKVI guidance.**

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

**Unknown – dependant on documentation sourcing from candidates.**

- 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?

**Pastoral support given throughout**

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

**N/A**

I confirm that the information above completes your request under the Freedom of Information Act 2000. I am also pleased to confirm that no charge will be made for this request.

If you have any questions or concerns or are unhappy with the response provided or the service you have received you can write to the Head of Information Governance at the address on top of this letter. If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision.

Yours Sincerely

On Behalf of  
The Information Governance Department