

Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ

Ref: FOI-062024-000935

Date: 15/07/2024

Address / Email:

Dear

Request Under Freedom of Information Act 2000

Thank you for requesting information under the Freedom of Information Act 2000.

Request

1. Use of Agencies

- Does the trust use agencies to support with permanent/international hires?
- Which agencies do you work with for international recruitment?
- Which types of hires do you regularly hire through these partners? (doctors, dentists, nurses, AHP, Non-medical)
- Please provide a breakdown of how many hires you made through these sources in the last 12 months. (doctors, dentists, nurses, AHP, Non-medical)
- 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)
- What was the total spend on permanent international hires over the last 12 months?

2. Recruitment Practices and Processes

- Do you do any direct internal international recruitment?
 - If yes, what processes does the trust use to find and hire?
 - 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?
 - If yes, which countries did you target?
 - If yes, what were the challenges of the experience?
- How do you assess the qualifications and credentials of international candidates?
- Do you have a minimum requirement for experience for international hires? (doctors, dentists, nurses, AHP, Non-medical)

3. Current and Future Hiring

- Do you intend to continue to hire foreign-trained medical professionals?
- What percentage of your staff are currently foreign-trained?
- Would the trust benefit from an international agency with lower fees?
- Does the trust have enough of a budget to hire all the staff they need?

- Do you have a specific budget for international recruitment? If so, how much?
- What is a breakdown of the open vacancies the trust currently has? (doctors, dentists, nurses, AHP, Non-medical)
- Would the trust hire internationally for these vacancies?
- Does the trust believe the number of vacancies will increase in the coming years?
- Do you have any plans to support this?

4. Recruitment Efficiency and Challenges

- What is the average time to hire for international positions?
- What are the main challenges your trust faces in recruiting international staff?
- What support services do you provide to international staff to help them integrate into the UK and the NHS?
 - This can include language training, cultural orientation, and professional development.
- What retention strategies does your trust employ for international staff?
- How do you measure the success of your international recruitment efforts?
- Do you collaborate with any educational institutions or professional bodies to support international recruitment?
- What percentage of your total recruitment budget is allocated to international hiring?
- Have you implemented any digital tools or platforms to assist with international recruitment? If so, which ones?
- Are there any upcoming changes in your international recruitment strategy or policies?

5. Benefits and Support

- What benefits do you offer international staff? (including but not limited to: free flights, initial accommodation, visa sponsorship, onboarding programs, test or qualification fees)
- Who deals primarily with international hires? (person & department)

6. Visa and Immigration

- What types of visas does the trust sponsor for international hires?
- What is the average time taken to process visa applications for international recruits?
- Are there any specific challenges the trust faces in securing visas for international staff?
- Does the trust provide any assistance or support for international hires during the visa application process?
- What percentage of international hires face visa rejections or delays, and how does the trust manage these situations?

We appreciate your time and effort in providing this information. Your responses will be invaluable in helping us understand the current landscape and develop more effective recruitment solutions for the NHS.

Thank you in advance for your cooperation. Please feel free to contact me if you have any questions or require further clarification.

Please send the response directly back to this email.

Response**1. Use of Agencies:**

Medical Workforce have not used an agency in the last 12 months. Recruitment have not used an agency in the last 12 months

- Does the trust use agencies to support with permanent/international hires?
- Which agencies do you work with for international recruitment?
- Which types of hires do you regularly hire through these partners? (doctors, dentists, nurses, AHP, Non-medical)
- Please provide a breakdown of how many hires you made through these sources in the last 12 months. (doctors, dentists, nurses, AHP, Non-medical)
- 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)
- What was the total spend on permanent international hires over the last 12 months?

2. Recruitment Practices and Processes

- Do you do any direct internal international recruitment?

Medical Workforce – No, recruitment – we do not have any targeted international recruitment campaigns planned.

- If yes, what processes does the trust use to find and hire?
- 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?
- If yes, which countries did you target?
- If yes, what were the challenges of the experience?
- How do you assess the qualifications and credentials of international candidates?

NHS Checking Standards

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

Medical Workforce – depends on the grade of doctor needed. Recruitment – candidates would need to meet the essential criteria as a minimum on the person specifications.

3. Current and Future Hiring

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

Medical Workforce & Recruitment – yes

- What percentage of your staff are currently foreign trained?

Medical Workforce & Recruitment – we have no centralised way of being able to identify this.

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

Potentially.

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

Yes.

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

No

- What is a breakdown of the open vacancies the trust currently has?

Doctors	60.92 WTE
Dentists	0 WTE
Nurses	99.54 WTE
AHP	52.63 WTE
Non-medical	55.23 WTE

Added WTE vacancy by staff group however question refers to “Open Vacancies” – so may be looking for posts currently out to recruitment – one for Recruitment team.

- Would the trust hire internationally for these vacancies?
Medical Workforce & Recruitment – Potentially
- Does the trust believe the number of vacancies will increase in the coming years?
Medical Workforce – unable to comment. Recruitment – unable to comment
- Do you have any plans to support this?

4. Recruitment Efficiency and Challenges

- What is the average time to hire for international positions?
We have a Trust KPI of 60 working days from vacancy added for approval to date candidate completes all relevant recruitment checks.
- What are the main challenges your trust faces in recruiting international staff?
Medical Workforce – no particular challenges. Recruitment - none
- What support services do you provide to international staff to help them integrate into the UK and the NHS?
Medical Workforce – professional development, orientation, onsite accommodation (if available). Recruitment – in-house pastoral programmes at a department level
 - **This can include language training, cultural orientation, and professional development.**
- What retention strategies does your trust employ for international staff?
Not currently required – we have no planned international recruitment campaigns.
 - **How do you measure the success of your international recruitment efforts?**
Unable to provide this information
- Do you collaborate with any educational institutions or professional bodies to support international recruitment?
Medical Workforce – Yes
 - What percentage of your total recruitment budget is allocated to international hiring?
0%
- Have you implemented any digital tools or platforms to assist with international recruitment? If so, which ones?

Medical Workforce & Recruitment– TRAC system and NHS Jobs

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

No

5. Benefits and Support

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

Medical workforce and Recruitment – Visa sponsorship, Study leave including fees, Removal expenses in line with Trust policy.

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

Recruitment Team

6. Visa and Immigration

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

Medical Workforce – Skilled worker visa and Health & Care Visa

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

Medical Workforce & Recruitment – up to 3 months.

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

Medical Workforce & Recruitment – no

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

Medical Workforce & Recruitment – Sponsorship fee, support in terms of helping them with general queries regarding application process.

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

Medical Workforce & Recruitment – no centralised function to be able to identify percentage.

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager
Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ
Email: dgft.dpo@nhs.net

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

FOI-062024-000935

Tel: 0303 123 1113

www.ico.org.uk

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

Freedom of Information Team
The Dudley Group NHS Foundation Trust