

**PLEASE COMPLETE THE BELOW TABLES AS NECESSARY**

**Q1) Please complete the below table in relation to international recruitment within the Trust:**

Staff Type	Number of staff recruited in total in 2022 where sponsorship was required?	Number of staff recruited in total in 2023 (to date) where sponsorship was required?	Was a recruitment agency used for any international recruitment in 2022 and/or 2023?	If yes, which recruitment agent(s) were used?	How many staff requiring sponsorship were recruited via a recruitment agency in 2022?	How many staff requiring sponsorship were recruited via a recruitment agency in 2023 (to date)?	What was the average fee (per placement) paid by the Trust to recruitment agencies for international recruitment in 2023 (to date)?
Nurses	72	126	Yes	Search and King's Commercial	72	126	£2.5k
Doctors	61	79	Yes	Remedium Partners	Data not recorded	7	£8,000.00
AHPs	2	1	No	N/A	N/A	None	N/A

**Q2) Does the Trust currently have a managed service arrangement in place for any of the following staffing categories?**

Staff type	Yes/No
Nurses	No
Doctors	No
AHPs	No
NMNC	No

**Q3) If you answered yes to any of the staff types in Q2, please complete the following table:**

Staff type	Which Managed Service provider is being used?	Does the managed service include a direct engagement service?	Which framework was this managed service procured under (if any)?	When did this agreement start?	When does this agreement expire?	What has the total cost of this managed service been to the Trust in 2023 (to date)?
Nurses						
Doctors						
AHPs						
NMNC						

**Q4) Does the Trust currently have a master vend arrangement in place for any of the following staffing categories?**

Staff type	Yes/No
Nurses	No
Doctors	No
AHPs	No
NMNC	No

**Q5) If you answered yes to any of the staff types in Q4, please complete the following table:**

Staff type	Which provider are you currently using for your master vend arrangement?	Which framework was this service procured under?	When does this agreement expire?
Nurses			
Doctors			
AHPs			
NMNC			

**Q6) What is the total agency spend for 2022 and 2023 (to date)?**

Staff type	What was the total agency spend for 2022? Apr 22 - Mar 23	What is the total agency spend for 2023 (to date)? Apr 23 - Nov 23
Nurses	£6,245,084.31	£2,943,758.01
Doctors	£9,990,938.47	£7,213,063.04
AHPs	£1,532,648.67	£1,278,361.08
NMNC	£361,087.14	£105,334.97

**Q7) Does the Trust have any arrangements in place with an external recruitment agency to supply RPO (Recruitment Process Outsourcing) services for any of the following as staffing categories?**

Staff type	Yes/No
Nurses	No
Doctors	No
AHPs	No
NMNC	No

**Q8) If you answered yes to any of the staff types in Q7, please complete the following table:**

Staff type	Which department(s) are using an RPO service?	How many staff have been recruited under this agreement in 2023 (to date)?	Which agency is currently being used?	What is the fee that is currently being charged for this service?
Nurses				
Doctors				
AHPs				
NMNC				

**Q9) What has the total agency spend been for the following staffing categories within the Trust?**

Staff type	Total agency spend for 2022?	Total agency spend for 2023 (to date)?	Which band/grade and specialism has seen the highest agency spend in 2023 (to date)?
Nurses	See response to Q6	See response to Q6	Band 5 RGN
Doctors	See response to Q6	See response to Q6	Consultant Gastroenterologists
AHPs	See response to Q6	See response to Q6	Band 7 Cardiac Physiologists
NMNC	See response to Q6	See response to Q6	Band 8b Service Manager