

Ref: FOI/GS/ID 7536

Please reply to:
FOI Administrator
Trust Management
Maidstone Hospital
Hermitage Lane
Maidstone, Kent
ME16 9QQ
Email: mtw-tr.foiadmin@nhs.net
www.mtw.nhs.uk

23 September 2022

Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to Permanent International Recruitment.

You asked:

Please could you provide the following information under the freedom of information act covering the last 12 months:

- 1. Has the Trust used agencies to recruit permanent/international doctors and if so which agencies were used?*
- 2. Has the Trust used agencies to recruit permanent/international nurses and if so which agencies were used?*
- 3. Has the Trust used agencies to recruit permanent/international allied health professionals and if so which agencies were used?*
- 4. Has the Trust used agencies to recruit permanent/international non-medical non-clinical staff and if so which agencies were used?*
- 5. Please provide a breakdown of the number of staff placed as result of permanent/international recruitment using agencies split by; doctors, nurses, allied health professionals and non-medical non-clinical? Please also provide the associated costs broken down in the same format.*
- 6. Does your Trust intend to recruit the beforementioned job roles on a permanent/international recruitment basis using an agency over the next 12 months?*
- 7. What was the total permanent/international recruitment agency spend on the beforementioned job roles?*
- 8. What was your total temporary agency spend on the beforementioned job roles?*
- 9. Do you have a central recruitment team or an international recruitment lead?*
- 10. The contact name of the person in charge of your procurement department for dealing with permanent/international recruitment?*

Trust response:

1. The Trust has used BDI Resourcing, Remedium and Medacs as agencies for international recruitment.
2. Yes- Aryvarat Health care and MSI Healthcare
3. Yes- TTM Healthcare
4. Yes only nursing and AHP- Suppliers as above
5. Since July 2021 there have been 142 international nurses recruited and 20 AHPs. Section 43 Exemption applied to the associated costs. Section 43 details can be found under Q7.
6. Yes. For nursing we have an international recruitment plan up to December 2022 this is a mixture of direct recruitment and suppliers.
7. Section 43 Exemption applied to this question. The Trust is applying Section 43(2) FOIA which provides an exemption from disclosure of information which would or would be likely to, prejudice the commercial interests of any person (including the public authority holding it). This is a qualified exemption, and is therefore subject to the public interest test. The Trust believes that the information requested contains details which would be likely to damage the company's ability to win new business opportunities for their services and to perform them within a commercially competitive market.

The Trust has concluded that the public interest in maintaining the exemption, and therefore protecting the commercial interests of the suppliers and preserving its ability to compete fairly in a commercial market, outweighs the public interest in disclosure in this case.

Supplier Transactions

All NHS bodies are required to publish details of individual invoices and transactions that are over £25,000. This is in response to guidance from HM Treasury which sets out the scope of the data. Details can be found on our website using the following link: www.mtw.nhs.uk/about-us/our-quality-story/finance/

8. Under Section 21 of the Act we are not required to provide information in response to a request if the information is already reasonably accessible to you. The information you requested is available from the trust website using the following link/s: <https://www.mtw.nhs.uk/freedom-of-information/recent-foiresponses/> the link should take you to the Data to Support FOI FAQ's page where you need to click on the Finance dropdown.

Alternatively, from our website home page, click the Freedom of Information Tab, then the Data to Support FOI FAQ's tab and then the Finance dropdown at the bottom of the page where you will find all the information.

This information is updated on a regular basis and is exempt under Section 22 of the Act.

9. International recruitment team

10. Falls under the remit of the Chief Finance Officer, Steve Orpin. The Trust Executive structure chart is available on the Trust website www.mtw.nhs.uk The Trust follows guidance issued by the Information Commissioner's Office on the disclosure of personal data including direct contact details. Information relating to staff that is not currently publicly available on our website will not be released under Freedom of Information Act 2000 Section

40(2) (personal information) as it relates to the personal information of employees.

If you wish to contact members of the board, please contact the Executive secretarial team on telephone 01622 226412.

For any queries regarding the Trust Board, please contact Kevin Rowan, Trust Secretary, on telephone 01622 228 698 or email kevinrowan@nhs.net