

Ref: FOI/GS/ID 8441

**Please reply to:**  
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07 September 2023

### **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 external recruitment agencies.

*You asked: All questions are shown as received by the Trust.*

*Q1. In the last 2 years has your organisation used external recruitment agencies to hire permanent clinical staff? If so, please detail which staff groups this applies to e.g. Nurses, Midwives etc.*

*Q2. As a result of the above, how many staff were secured? i.e. number of Nurses, Midwives, Drs, AHPs*

*Q3. On average, how much do you pay to an agency to find a permanent member of AfC Band 5 and AfC Band 2 and 3 staff?*

*Q4. In list format, who are the five highest-paid external recruitment agencies with the total amount paid in the last two years?*

*Q5. What is the fee structure charged for the five highest-paid vacancies by the above five external recruitment agencies and the roles recruited to? Example: Office Manager - Salary £20,000 Fees paid 15% of salary = Total recruitment fees paid £3000.*

*Q6. What are the names of the top 5 recruitment agencies used within your organisation?*

Trust response:

Q1. Yes - Nurses, Midwives, Radiographers and OT's.

Q2. 210 nurses and midwives, 6 AHP's

Q3. International recruits agency fee average is £2,900.

Q4. Further more detailed information will not be released under Section 43 of the Act.

21/22

BDI Resourcing

Charkos Uk Ltd

Medacs Healthcare Services

NHS Professionals

Remedium Partners Ltd

Total amount paid: £ 693,066

22/23

BDI Resourcing

Charkos Uk Ltd

MSI Group Ltd

Remedium Partners Ltd

Resource Finder Ltd

Total amount paid: £ 843,884

Q5. This information will not be released under Section 43 of the Act.

Q6. For international recruits – MSI, TTM, Resource finder and Charkos.