

Ref: FOI/GS/ID 9535

**Please reply to:**  
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05 December 2024

## **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 Recruitment.

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

- 1. Please provide the names of framework agencies you have used to fill your permanent roles between April 2024 and October 2024.*
- 2. Please provide the names of NON framework agencies you have used to fill roles between April 2024 and October 2024.*
- 3. For each agency, can you specify the types of roles (e.g., nursing, doctors, AHP positions) they were contracted to recruit?*
- 4. Please provide a breakdown of the number of positions filled through each agency by job role and department.*
- 5. What is the expenditure on international agency recruitment projects for permanent positions between April 2024 and October 2024 for Doctors?*
- 6. What is the expenditure on international agency recruitment projects for permanent positions between April 2024 and October 2024 for Nurses?*
- 7. What is the expenditure on NON-International agency recruitment projects for permanent positions between April 2024 and October 2024 for Doctors?*
- 8. What is the expenditure on NON-International agency recruitment projects for permanent positions between April 2024 and October 2024 for Nurses?*
- 9. What criteria does the Trust use to decide to engage an external agency for permanent recruitment?*

Trust response:

1. Sanctuary, Kate Cowhig, MSI, Apollo, HCL, Vitae, CPL, Hunter Healthcare
2. None for medical staff.
3. Staff Nurse, Radiologist, Respiratory Physiologists, ODP's, Chief Operating Officer, Chief People Officer.

4.

	MEC	Surg / Critical Care	Oncology	Total
Vitae	9	0	0	9
Kate Cowhig	7	0	0	7
MSI	9	6	0	15
Sanctuary	12	3	0	15
Apollo	0	1	0	1
HCL	0	2	0	2
CPL	0	0	1	1
	37	12	1	50

Therapeutic Radiography	
Sanctuary	1

Respiratory Physiologist	
Sanctuary	1
Vitae	1

Operating Department Practitioner	
Vitae	2

Chief Operating Officer	
Hunters Healthcare	1

Chief People Officer	
Hunters Healthcare	1

5. Maidstone and Tunbridge Wells NHS Trust does not use agencies for any permanent medical recruitment.

6. £275,105 in total for international nurse recruitment (£100,238 specifically to agencies)

7. Maidstone and Tunbridge Wells NHS Trust does not use agencies for any permanent medical recruitment.

8. In order for us to accurately respond to this question can you please confirm if you wish us to include social media, events etc?

9. If the Trust is not able to recruit into the roles via NHS jobs and standard methods and the need is there for a much more specialised role then the Trust will then seek further support from an agency. A job role specification is sent out to the agencies. This will be conducted under the appropriate framework for the role.