



**St Helens and Knowsley  
Teaching Hospitals**  
NHS Trust

Ref no: 288250917  
From: Public  
Date: 25/09/17  
Subject: Healthcare Recruitment

**REQUEST**

**Freedom Of Information Request**  
**International Healthcare Recruitment**  
**August 2017**

1. Name of rust.....

2. How many vacancies do you currently have for each of the following grades of staff ?

- Doctors.....
- Nurses.....
- Physiotherapists.....
- Occupational Therapists.....
- Radiologists.....
- Paramedics.....
- Other AHP's.....

3. Are you actively seeking to recruit staff from abroad and outside of the EU ? (please tick)

Yes.....

No.....

4. If the answer to Q3 is “Yes” from which countries are you seeking to recruit (please tick) :

- India.....
- Philippines.....
- Australia.....
- Canada.....
- Zimbabwe.....
- South Africa.....

5. If the answer to question 3 is “No” are you intending to start recruiting from outside of the EU within the next 12 months ?

Yes.....

No.....

Which countries will you seek to recruit from?.....

6. Do you/will you recruit directly by yourselves or through a permanent employment agency ?

Directly.....

Agency.....

Both.....

7. Which agencies do you work with currently ?

Agencies on Framework.....

Agencies off framework.....

8. What criteria do you use to assess a recruitment agency when appointing them ?

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9. Typically what agency rate/placement fee would you pay to recruit a permanent member of staff ?

- Doctors.....
- Nurses.....
- Physiotherapists.....
- Occupational Therapists.....
- Radiologists.....
- Paramedics.....
- Other AHP's.....

10. What is the estimated cost to the Trust/ annum for International recruitment ? .....

11. How many of the following staff recruited from outside of the EU did you appoint in 2016 ?

- Doctors.....
- Nurses.....
- Physiotherapists.....
- Occupational Therapists.....
- Radiologists.....
- Paramedics.....
- Other AHP's.....

12. How many of the following staff recruited ex EU have you appointed year to date in 2017 ?

- Doctors.....
- Nurses.....
- Physiotherapists.....
- Occupational Therapists.....
- Radiologists.....
- Paramedics.....
- Other AHP's.....

13. How many of the staff in each Group have actually arrived in UK ?

- Doctors.....
- Nurses.....
- Physiotherapists.....
- Occupational Therapists.....
- Radiologists.....
- Paramedics.....
- Other AHP's.....

14. What is your current OSCE pass rate for nurses ?.....

15. What training is given to support OSCE candidates.....

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16. Please outline what support is given to International recruits ?

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17. Is on-site accommodation provided by the Trust ?

Yes.....

No.....

## RESPONSE

1. Name of Trust **St Helens & Knowsley Teaching Hospitals' Trust**
2. How many vacancies do you currently have for each of the following grades of staff ?

**The below information is the staff in post vs budget data.**

|                                |                             |
|--------------------------------|-----------------------------|
| <b>Doctors</b>                 | <b>38.71</b>                |
| <b>Nurses</b>                  | <b>55.5 wte ward nurses</b> |
| <b>Physiotherapists</b>        | <b>0.00</b>                 |
| <b>Occupational Therapists</b> | <b>0.58</b>                 |
| <b>Radiologists</b>            | <b>6.00</b>                 |
| <b>Paramedics.</b>             | <b>0.00</b>                 |
| <b>Other AHP's</b>             | <b>1.95</b>                 |

3. Are you actively seeking to recruit staff from abroad and outside of the EU ? (please tick

**Yes**

4. If the answer to Q3 is “Yes” from which countries are you seeking to recruit (please tick) :

- India: Y**
- Philippines.....Y**
- Australia.....NO**
- Canada.....NO**
- Zimbabwe.....Y**
- South Africa.....Y**

5. If the answer to question 3 is “No” are you intending to start recruiting from outside of the EU within the next 12 months ?

N/a

Which countries will you seek to recruit from?.....



6. Do you/will you recruit directly by yourselves or through a permanent employment agency ?

Directly.....

Agency.....

**Both**

7. Which agencies do you work with currently ?

**Agencies on NHS approved procurement frameworks**

8. What criteria do you use to assess a recruitment agency when appointing them ?

**We adhere to the HTE/ CCS framework guidance**

9. Typically what agency rate/ placement fee would you pay to recruit a permanent member of staff ?

**This is set by the HTE/ CCS framework provider**

10. What is the estimated cost to the Trust/ annum for International recruitment ?

The cost averages at £5k per nurse

11. How many of the following staff recruited from outside of the EU did you appoint in 2016 ?

**We are unable to provide the data for those we appointed in 2016 as this data expires after 400 days.**

12. How many of the following staff recruited ex EU have you appointed year to date in 2017 ?

Doctors 4

Nurses 3

13. How many of the staff in each Group have actually arrived in UK ?

Doctors.....4

Nurses.....3

Physiotherapists.....0

Occupational Therapists.....0

Radiologists.....0

Paramedics.....NA

Other AHP's.....0

14. What is your current OSCE pass rate for nurses ?.....

100%

15. What training is given to support OSCE candidates...

A dedicated resource provides onsite training, support and guidance for the 7 weeks before the individual sits their OSCE exam.

16. Please outline what support is given to International recruits ?

Dedicated recruitment team provide a wrap around support service to international recruits, this includes: airport collection, support settling into accommodation, tour of the local surrounds, a buddy system with other international recruits, pre-loaded SIM card to assist international recruits making contact with family/ friends back home.

17. Is on-site accommodation provided by the Trust ?

Yes