

FOI_0369_22/22 – FOI request concerning – International Recruitment

1. Please provide international recruitment budget (If not an allocated budget, under which cost centre would the budget sit?)

The international recruitment expenditure is assigned to the chief nurse budget, however from this financial year the international recruitment work has been given its own cost centre - 404254

2. Please provide current vacancies across: Doctors, Nursing & Midwifery and AHP (Allied Health Professionals, e.g. Radiographers) & HSS (Health Science Services, e.g. Biomedical scientists) categories (Numbers only). See List of AHP/HSS Disciplines below:

AHP	HSS
<i>Art Therapists</i>	<i>Anatomical Pathology</i>
<i>Drama therapists</i>	<i>Biomedical scientists clinical support workers</i>
<i>Music therapists</i>	<i>Cancer screening</i>
Chiropodists/podiatrists - 0.7 WTE	<i>Clinical sciences</i>
<i>Dietitians</i>	<i>Cytology</i>
Occupational therapists - 1.6 WTE	<i>Dental services</i>
<i>Operating Department Practitioners</i>	<i>Genetic counsellors</i>
<i>Orthoptists</i>	<i>Healthcare science</i>
<i>Osteopaths</i>	<i>Medical technology</i>
<i>Paramedics</i>	<i>Optometry</i>
Physiotherapists - 0 WTE	<i>Orthoptists and optometrists</i>
<i>Prosthetists and Orthotists</i>	<i>Pharmacy</i>
<i>Radiographers</i>	<i>Theatre practitioners</i>
Speech and language therapists - 0 WTE	<i>Physician Associates</i>

3. Please provide the current supplier(s) for international recruitment projects/general permanent recruitment (Broken down into staff categories ie Doctors, Nurses, AHP/HSS)

Health Education England (HEE) Global Learners Programme (GLP).

4. Please provide any exclusive agreements or managed services used (Please include start and end dates of contracts)

Start date September 2020 – no end date of contracts

5. Please provide frameworks currently called off for International placements/general permanent recruitment (e.g. London Procurement Partnership, CCS RM6162)

No agencies being used (HEE and Hampshire Hospitals are supplying).

6. Please provide the average fee for a Doctor, nurse, AHS/HSS that is placed with respective rebate periods. (Please provide break down for separate charges such as relocation and other elements)

£9,936 per nurse - please see breakdown of costs below

Financial Framework

EXPECTED COSTS	NHS	Nurse	Notes
IELTS exam		£ 155	
NMC stage 1 - CBT		£ 83	
NMC Application		£ 140	
NMC Part 2 - OSCE exam	£ 794		
Travel and accommodation for OSCE exam	£ 225		
NMC registration fee		£ 153	Paid by the nurse when in the UK
Certificate of Sponsorship	£ 199		
Immigration Skills Charge from April 2017	£ 3,000		
Immigration Health Surcharge (£400 per year)	£ 1,200		Paid by HEE and invoiced to the Trust by HEE when Nurse arrives in UK
Visa (3 year costs paid in year 1)	£ 464		Paid by HEE and invoiced to the Trust by HEE when Nurse arrives in UK
Flight to the UK	£ 550		
Airport transfer on arrival	£ 30		
Accommodation Support / settling package	£ 1,200		3 months paid accommodation on arrival
Fee A (per Service Level Agreement)	£ 2,368		Charged to Trust when Nurse arrives in UK
Fee B (per Service Level Agreement)	£ 621		Charged to Trust when Nurse passes their OSCE
Visa/IHS Cost refund	-£ 1,600		
Total Cost	£ 9,051	£ 531	
ADDITIONAL POTENTIAL COSTS	NHS	Nurse	
OSCE 2nd attempt	£ 397		Trust to pay on behalf of nurse and recoup from Nurses salary
OSCE 3rd attempt	£ 397		Trust to pay on behalf of nurse and recoup from Nurses salary
POEA	£ 185		Only applicable to recruitment from Philippines
Health Insurance	£ 150		Only applicable to recruitment from Philippines
Return flight to home country	£ 550		Only applicable to recruitment from Philippines and if the nurse completes 3 year
Total additional potential costs recouped from	-£ 794	£ 794	OSCE 2nd and 3rd attempt
Total additional potential cost	£ 885	£ 794	
Total potential cost	£ 9,936	£1,325	