Q1) Please complete the below table in relation to international recruitment within the Trust:

Staff Type	Number of staff recruited in total in 2022 where sponsorship was required?	Number of staff recruited in total in 2023 (to date) where sponsorship was required?	Was a recruitment agency used for any international recruitment in 2022 and/or 2023?	If yes, which recruitment agent(s) were used?	How many staff requiring sponsorship were recruited via a recruitment agency in 2022?	How many staff requiring sponsorship were recruited via a recruitment agency in 2023 (to date)?	What was the average fee (per placement) paid by the Trust to recruitment agencies for international recruitment in 2023 (to date)?
Nurses	47	16	No	N/A	Nil	Nil	N/A
Doctors	0	0	No	N/A	Nil	Nil	N/A
AHPs	3	2	No	N/A	Nil	Nil	N/A

Q2) Does the Trust currently have a managed service arrangement in place for any of the following staffing categories?

Staff type	No
Nurses	No
Doctors	No
AHPs	No
NMNC	No

Q3) If you answered yes to any of the staff types in Q2, please complete the following table:

Staff type	Which Managed Service provider is being used?	Does the managed service include a direct engagement service?	Which framework was this managed service procured under (if any)?	When did this agreement start?	When does this agreement expire?	What has the total cost of this managed service been to the Trust in 2023 (to date)?
Nurses	N/A	N/A	N/A	N/A	N/A	N/A
Doctors	N/A	N/A	N/A	N/A	N/A	N/A
AHPs	N/A	N/A	N/A	N/A	N/A	N/A
NMNC	N/A	N/A	N/A	N/A	N/A	N/A

Q4) Does the Trust currently have a master vend arrangement in place for any of the following staffing categories?

Staff type	Yes/No
Nurses	No
Doctors	No
AHPs	No
NMNC	No

Q5) If you answered yes to any of the staff types in Q4, please complete the following table:

Staff type	Which provider are you currently using for your master vend arrangement?	Which framework was this service procured under?	When does this agreement expire?
Nurses	N/A	N/A	N/A
Doctors	N/A	N/A	N/A
AHPs	N/A	N/A	N/A
NMNC	N/A	N/A	N/A

Q6) What is the total agency spend for 2022 and 2023 (to date)?

Staff type	What was the total agency spend for 2022?	What is the total agency spend for 2023 (to date)?
Nurses	4,057,047	3,911,555
Doctors	987,817	1,861,427
AHPs	716,766	470,393
NMNC	2,937,398	1,041,687

Q7) Does the Trust have any arrangements in place with an external recruitment agency to supply RPO (Recruitment Process Outsourcing) services for any of the following as staffing categories?

Staff type	Yes/No
Nurses	No
Doctors	No
AHPs	No
NMNC	No

Q8) If you answered yes to any of the staff types in Q7, please complete the following table:

Staff type	Which department(s) are using an RPO service?	How many staff have been recruited under this agreement in 2023 (to date)?	Which agency is currently being used?	What is the fee that is currently being charged for this service?
Nurses	N/A	N/A	N/A	N/A
Doctors	N/A	N/A	N/A	N/A
AHPs	N/A	N/A	N/A	N/A
NMNC	N/A	N/A	N/A	N/A

Q9) What has the total agency spend been for the following staffing categories within the Trust?

Staff type	Total agency spend for 2022?	Total agency spend for 2023 (to date)?	Which band/grade and specialism has seen the highest agency spend in 2023 (to date)?	
Nurses	4,057,047	3,911,555	Band 5	
Doctors	987,817	1,861,427	Consultant	
AHPs	716,766	470,393		Detail not available in the ledger
NMNC	2,937,398	1,041,687		Detail not available in the ledger