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15th July 2024

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Dear Sir/Madam

**Freedom of Information Act (FOI) 2000 - Request for Information Reference:**  
International Recruitment Process

I am writing in response to your request for information under the FOI 2000.

I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below.

## Home, Community, Hospital.

**Patient Experience Team**  
01623 672222  
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**Chair Claire Ward**  
**Chief Executive Paul Robinson**

FOI Request / Question	Question Response	Is there an exemption?	Exemption	Exemption Details
<b>1. Use of Agencies</b>	<p><b>Does the trust use agencies to support with permanent/international hires?</b> Nursing No recruitment since November 2023, prior to this Agencies were used.</p> <p><b>Which agencies do you work with for international recruitment?</b> Search Recruitment and Kings Commercial Services</p> <p><b>Which types of hires do you regularly hire through these partners? (doctors, dentists, nurses, AHP, Non-medical)</b> Nurses, AHP.</p> <p><b>Please provide a breakdown of how many hires you made through these sources in the last 12 months. (doctors, dentists, nurses, AHP, Non-medical)</b> 1 AHP, 55 Nurses</p> <p><b>Please provide details about the fees paid to your agency partners, including the lowest fee, highest fee, and average fee. (over the last 12 months)</b> £2,500.00 per nurse Recruitment Fee.</p> <p><b>What was the total spend on permanent international hires over the last 12 months?</b> £9,000.00 Average total spend (nurses)</p>			
<b>2. Recruitment Practices and Processes</b>	<p><b>Do you do any direct internal international recruitment?</b> Yes</p> <p><b>If yes, what processes does the trust use to find and hire?</b> Recommendation, Same recruitment process used at Sherwood Forest Hospitals.</p> <p><b>If yes, can you provide an example of the last time you did this, the number of hires you made, and how much it cost you?</b> September 2023, 8, Visa Cost £3,100.00</p> <p><b>If yes, which countries did you target?</b> Already based in the UK.</p> <p><b>If yes, what were the challenges of the experience?</b> N/A</p> <p><b>How do you assess the qualifications and credentials of international candidates?</b> CV's, Drug Calculation test and Qualifications were verified via the NMC online.</p> <p><b>Do you have a minimum requirement for experience for international hires? (doctors, dentists, nurses, AHP, Non-medical)</b> Nurses - Nursing Degree and experience.</p>			

<p><b>3. Current and Future Hiring</b></p>	<p><b>Do you intend to continue to hire foreign-trained medical professionals?</b> Not within nursing.</p> <p><b>What percentage of your staff are currently foreign-trained?</b></p> <p><b>Would the trust benefit from an international agency with lower fees?</b> N/A</p> <p><b>Does the trust have enough of a budget to hire all the staff they need?</b> N/A</p> <p><b>Do you have a specific budget for international recruitment? If so, how much?</b></p> <p><b>What is a breakdown of the open vacancies the trust currently has? (doctors, dentists, nurses, AHP, Non-medical)</b> Trust website</p> <p><b>Would the trust hire internationally for these vacancies?</b> Not for nurses.</p> <p><b>Does the trust believe the number of vacancies will increase in the coming years?</b> Opinion.</p> <p><b>Do you have any plans to support this?</b> N/A</p>			
<p><b>4. Recruitment Efficiency and Challenges</b></p>	<p><b>What is the average time to hire for international positions?</b> 8 Weeks</p> <p><b>What are the main challenges your trust faces in recruiting international staff?</b> Delay for NMC to complete the OSCE</p> <p><b>What support services do you provide to international staff to help them integrate into the UK and the NHS?</b> This can include language training, cultural orientation, and professional development. two - Chief Nurses clinical fellow 23/24 who worked with international colleagues and 24/25 - Practice development Matron.</p> <p><b>What retention strategies does your trust employ for international staff?</b> Retention for international member of staff is the same for all Sherwood Forest Hospitals.</p> <p><b>How do you measure the success of your international recruitment efforts?</b> Reduction in vacancies</p> <p><b>Do you collaborate with any educational institutions or professional bodies to support international recruitment?</b> No</p> <p><b>What percentage of your total recruitment budget is allocated to international hiring?</b></p>			

	<p>Separate budget for international recruitment</p> <p><b>Have you implemented any digital tools or platforms to assist with international recruitment? If so, which ones?</b></p> <p>No</p> <p><b>Are there any upcoming changes in your international recruitment strategy or policies?</b></p> <p>N/A</p>			
<b>5. Benefits and Support</b>	<p><b>What benefits do you offer international staff? (including but not limited to: free flights, initial accommodation, visa sponsorship, onboarding programs, test or qualification fees)</b></p> <p>All of the above plus a relocation fee along with the full staff benefits.</p> <p>Who deals primarily with international hires? (person &amp; department) - International recruitment lead</p>			
<b>6. Visa and Immigration</b>	<p><b>What types of visas does the trust sponsor for international hires?</b></p> <p>certificate sponsorship</p> <p><b>What is the average time taken to process visa applications for international recruits?</b></p> <p>4 weeks</p> <p><b>Are there any specific challenges the trust faces in securing visas for international staff?</b></p> <p>No</p> <p><b>Does the trust provide any assistance or support for international hires during the visa application process?</b></p> <p>Recruitment Company provide this.</p> <p><b>What percentage of international hires face visa rejections or delays, and how does the trust manage these situations?</b></p> <p>N/A</p>			

I trust this information answers your request. Should you have any further enquiries or queries about this response please do not hesitate to contact me. However, if you are unhappy with the way in which your request has been handled, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Sally Brook Shanahan, Director of Corporate Affairs, King's Mill Hospital, Mansfield Road, Sutton in Ashfield, Nottinghamshire, NG17 4JL or email [sally.brookshanahan@nhs.net](mailto:sally.brookshanahan@nhs.net).

If you are dissatisfied with the outcome of the internal review, you can apply to the Information Commissioner's Office, who will consider whether we have complied with our obligations under the Act and can require us to remedy any problems. Generally, the Information Commissioner's Office cannot decide unless you have exhausted the internal review procedure. You can find out more about how to do this, and about the Act in general, on the Information Commissioner's Office website at: <https://ico.org.uk/your-data-matters/official-information/>.

Complaints to the Information Commissioner's Office should be sent to FOI/EIR Complaints Resolution, Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Telephone 0303 1231113, email [casework@ico.org.uk](mailto:casework@ico.org.uk).

If you would like this letter or information in an alternative format, for example large print or easy read, or if you need help with communicating with us, for example because you use British Sign Language, please let us know. You can call us on 01623 672232 or email [sfh-tr.foi.requests@nhs.net](mailto:sfh-tr.foi.requests@nhs.net).

Yours faithfully

### **Information Governance Team**

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