

## Freedom of Information request 699-22

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### Request

Please could you advise on the following questions for the period of 1st Jan 2021 - Present.

1. How many external international hires has NHS Borders made over this period?
2. Can you break this down by role (Registered Nurse, Mental Health Nurse, Occupational Therapist etc)?
3. What is NHS Borders total international recruitment spend for this period?
4. What percentage of international recruitment is done directly (if any)?
5. How much of this budget was spent on external agencies? Who are the agencies and what is their cost per agency?
6. Who is the senior most responsible officer in relation to this budget?
7. Do you have a centralised recruitment team at NHS Borders or are the recruitment budgets and responsibility managed by your service leads?
8. Who are these recruitment / service leads?
9. What is the organisational structure within your recruitment and HR Teams at NHS Borders

### Response

1. Within NHS Borders, 17 new international staff have commenced employment and a further 10 have been recruited and are currently undergoing the appointment process - they will commence prior to 31 March 2023.
2. The breakdown of these staff is:

Registered Nursing	21
Physiotherapist	1
Doctor	1
Radiographers	4

3. The NHS Borders total international recruitment spend for 1 January 2021 to present is £52,800.
4. The percentage of international recruitment done directly is 18%.
5. NHS Borders use the Crown Commercial Services (CCS) framework to engage with the agencies. NHS Borders currently uses Sanctuary Personnel (£46,800) and NHS Professionals (£6000) for international recruitment.

6. The key senior contacts within NHS Borders for International Recruitment are Shona Milne (Head of Procurement), Andrew Bone (Director of Finance), Bob Salmond (Deputy Director of Workforce) and Stasys Gimbutis (HR Lead).
7. International Recruitment is separate from the main recruitment team, which is a service provided for a consortium of five Health Boards in the East of Scotland region. The main recruitment service is provided by NHS Lothian. The budget for international recruitment is held centrally within NHS Borders.
8. The recruitment / service leads are Bob Salmond (Assoc Director of Workforce) and Stasys Gimbutis (HR Lead).
9. Please see the attached document for the organisational structure within your recruitment and HR Teams at NHS Borders:



NHS Borders HR  
Organisational Structu

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or [foi.enquiries@borders.scot.nhs.uk](mailto:foi.enquiries@borders.scot.nhs.uk).

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **699-22** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.