

## Freedom of Information request 153-23

---

### Request

1. The number of nurses employed through International Recruitment within your area/board between January 2021 - Present (Feb 23).
2. The current budget the board/area holds for international recruitment between January 2021 - Present (Feb 23)
3. Your current protocol for recruiting internationally - i.e.: in house or within agencies?
4. If agencies, please list the agencies currently used & if possible, a point of contact for them that I could maybe reach out to for further info? I am happy to have an email address for POC.
5. Estimated number of international recruitment needs for 2023 - if any.

### Response

1. NHS Borders employed 26 Registered General Nurses through International Recruitment between January 2021 and February 2023.
2. The budget for International Recruitment is:

Financial Year	Budget
2021 – 2022	£105,913
2022 – 2023	Yet to be determined

3. NHS Borders has a hybrid protocol for International Recruitment – predominately through agencies, but some in-house.
4. For the recruitment of overseas Nurses, NHS Borders has used 2 recruitment agencies listed on the Crown Commercial Framework. Please find the link below:  
  
<https://assets.crowncommercial.gov.uk/wp-content/uploads/IR-HCA2019-2877-V5-International-Recruitment-flyer.pdf#:~:text=The%20International%20Recruitment%20of%20Clinical%20Healthcare%20Professionals%20framework%2C,Term%20Plan%20and%20the%20NHS%20Interim%20People%20Plan>
5. NHS Borders has not yet agreed the International Recruitment needs for 2023-24.

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 **153-23** 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.