

**Freedom of Information Act 2000 - Request Reference FoI/22/605**  
**International Recruitment**

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

1. **How many external international hires has Cardiff & Vale University Health Board made over this period?**

353

2. **Can you break this down by role (Registered Nurse, Mental Health Nurse, Occupational Therapist etc)?**

All Adult Branch pre-registered nurses

3. **What is Cardiff & Vale University Health Board total international recruitment spend for this period?**

£3.833m

4. **What percentage of international recruitment is done directly (if any)?**

Nil, all recruitment is carried out via an agency on the All Wales Over Seas Nurses Contract

5. **How much of this budget was spent on external agencies? Who are the agencies and what is their cost per agency?**

After considering your request, Cardiff and Vale University Health Board (the UHB) considers this information to be exempt from disclosure under the Freedom of Information Act 2000 (Section 43) Commercial Interests. This section of the Act sets out an exemption from the right to know if:

- the information requested is a trade secret, or
- release of the information is likely to prejudice the commercial interests of any person. (A person may be an individual, a company, the public authority itself or any other legal entity).

This exemption was considered by the UHB when deciding whether to disclose information because it considered that in doing so there could be a significant risk in prejudicing the commercial interests of both Cardiff University and the UHB. As this is a qualified exemption, the UHB is required to complete a public interest test in deciding whether it is in the public's interest to withhold or disclose the information.

**In favour of disclosure:** There is a public interest in transparency and in the accountability of spending of public funds. Furthermore, it is in the public's interest that public funds be used effectively and that public sector bodies obtain the best value for money when contracting for the provision of services.

**Against disclosure:** It has been established that releasing the information sought under the Freedom of Information Act, to which the UHB is subject, will give an unfair advantage to the supplier's competitors. There is a risk of disclosure prejudicing the commercial interests of the UHB by affecting its bargaining position with suppliers. This in turn could lead to less effective use of public funds in future. The UHB believes that there is wider established public interest in suppliers not being prejudiced merely because they have contracted with a public sector body (as upheld in ICO decision notice FS50473543 ICO v Royal Marsden Hospital Trust).

**Decision:** The UHB considers that the public interest in withholding the information is greater than the interests in disclosing it and thereby giving unfair commercial advantage to competitors of the supplier to which this information concerns. The UHB believes that disclosure of information in a manner which fails to protect the interests and relationships arising in a commercial context could have the effect of discouraging companies from dealing with the Health Board because of fears that the disclosure of information could damage them commercially. In turn this could then jeopardise the Health Board's ability to compete fairly and pursue its function to bring forward development in the area and obtain value for money. It was therefore decided that it was not in the public's interest to disclose this information.

However, under Section 16 of the FOIA, which provides us with the duty to advise and assist, the UHB can inform you of the following agencies: Medacs, ID Medical and My Health Care Recruitment.

**6. Who is the senior most responsible officer in relation to this budget?**

Executive Nurse Director

**7. Do you have a centralised recruitment team at Cardiff & Vale University Health Board or are the recruitment budgets and responsibility managed by your service leads?**

Exec Directors of People and Culture, Nursing and Finance

**8. Who are these recruitment / service leads?**

Senior Nurse for Nurse Resourcing and support are funded by the Clinical Boards. Assistant Director of People Resourcing, Director of Nursing, and Strategic Nursing.

**9. What is the organisational structure within your recruitment and HR Teams at Cardiff & Vale University Health Board**

Please see attached.