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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

Cadeirydd/Chair: **Emma Woollett**
Prif Weithredwr/Chief Executive: **Mark Hackett**

gofalu am ein gilydd, cydweithio, gwella bob amser
caring for each other, working together, always improving

Rydym yn croesawu gohebiaeth yn y Gymraeg ac yn y Saesneg. We welcome correspondence in Welsh or English.

Dyddiad/Date: 18th August 2021
Ein Cyf / Our Ref: 21-G-034

☎ 01639 648363
✉ FOIA.Requests@wales.nhs.uk

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Corporate Services
Headquarters
1 Talbot Gateway
Baglan
Port Talbot, SA12 7BR

██████████

I refer to your Freedom of Information Act Request acknowledged by ourselves on 27th July 2021. Your request sought information relating to international staff.

1. Please list the number of nurses of each nationality recruited into your organisation from overseas during the last financial year 2020-2021, and the current financial year to date

	Nurses
Indian	7
Pakistani	<5
Nigerian	9
Filipino	20
Zimbabwean	9
Jamaican	<5
Kenyan	<5
Barbadian	<5
Nepalese	<5
St Lucian	<5
Vincentian	<5

2. Please list the number of doctors of each nationality recruited into your organisation from overseas during the last financial year 2020-2021, and the current financial year to date.



Pencadlys BIP Bae Abertawe, Un Porthfa Talbot, Port Talbot, SA12 7BR / Swansea Bay UHB Headquarters, One Talbot Gateway, Port Talbot, SA12 7BR

Bwrdd Iechyd Prifysgol Bae Abertawe yw enw gweithredu Bwrdd Iechyd Lleol Prifysgol Bae Abertawe
Swansea Bay University Health Board is the operational name of Swansea Bay University Local Health Board

	Doctors
Indian	16
Egyptian	5
Pakistani	6
Sudanese	<5
Syrian	<5
American	<5
Lybian	<5
Jordanian	<5
Burmese	<5
Dutch	<5
Nigerian	<5
Trinidadian	<5

3. Please list the number of AHPs of each nationality recruited into your organisation from overseas during the last financial year 2020-2021, and the current financial year to date.

Nil

4. In 2021 to date, has your organisation recruited healthcare professionals from countries graded 'red' on the WHO list referenced in the DHSC Code of Practice for international recruitment? Full list available here for reference: <https://www.nhsemployers.org/articles/developing-countries-recruitment>

Nursing - No. Some nurses from "red" graded countries were recruited in 2021, but prior to the publication of the new Code of Practice.

Doctors – Yes.

a. If you answered yes to Q4, please also list any third-party recruitment agencies used to support the passage of these professionals to the UK from offer stage onwards.

Doctors – Medacs Healthcare & BDI Resourcing

5. Please list the agency partners (UK) currently used by your organisation for overseas recruitment of the following staff groups:

a. Nurses

HCL Permanent

b. Doctors

BDI Resourcing

Kaizen Recruitment

Medacs Healthcare

Doctors Relocate



c. AHPs

Not applicable

Where fewer than 5 has been indicated we are unable to provide you with the exact number of staff as due to the low numbers, there is a potential risk of identifying individuals if this was disclosed. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute as unfair and unlawful processing in regard to Articles 5, 6, and 9 of GDPR. This exemption is absolute and therefore there is no requirement to apply the public interest test.

I hope this information is helpful. If you require anything further please contact us at FOIA.Requests@wales.nhs.uk.

Under the terms of the Health Board's Freedom of Information policy, individuals seeking access to recorded information held by the Health Board are entitled to request internal review of the handling of their requests. If you would like to complain about the Health Board's handling of your request please contact me directly at the address below or register your complaint via FOIA.Requests@wales.nhs.uk.

If after Internal Review you remain dissatisfied you are also entitled to refer the matter to the information commissioner at the Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 029 2067 8400.

Yours sincerely



Pam Wenger
Director of Corporate Governance

