

Freedom of Information Request to NHS Trusts

Dear Gloucestershire Health and Care NHS Foundation Trust,

I am writing to request information under the Freedom of Information Act regarding your historic reliance on international healthcare staff and your long-term plans for the future. Drake Medox have provided international recruitment services to the NHS for over 25 years and deployed over 22,000 healthcare workers to the UK. However, the past 12-18 months have seen a significant decline in international recruitment activity to the point where there are total freezes in some organisations. To help us navigate this change and support our candidates globally, we are seeking some information and data under the Freedom of Information Act, to understand your long-term recruitment and retention plans. Specifically, I would like to request details on the following:

1. Recruitment Agency Hires

Please confirm the number of hires made for permanent posts, using a recruitment agency, broken down as follows:

- Number of Nurses including banding - 0
- Number of Doctors including grades - 1
- Number of Allied Health Professionals (AHP) including banding - 0

2. Agencies Utilised

Please confirm the agency/ies used for these hires and the framework(s) under which you contracted with them. Please also note any agencies with whom you partnered **off framework**, if any:

- Agency/ies used for the recruitment of the above detailed staff - Not applicable
- Framework(s) under which you contracted with the agency/ies - Not applicable
- Any agencies with whom you partnered **off framework** - Not applicable

3. Future International Recruitment Plans

Do you plan to undertake international recruitment within the next 18 months for:

- Nurses - 0
- Doctors - 0
- Allied Health Professionals (AHP) - 0

4. Long Term Workforce Plans

If the answer is yes to Q3, please provide a further breakdown of possible requirements:

- Number of Nurses including banding - Not applicable
- Number of Doctors including grades - Not applicable
- Number of Allied Health Professionals (AHP) including banding - Not applicable

5. International Recruitment (April 2024 to April 2025)

How many roles did you fill via international recruitment during the period April 2024 to April 2025? Please provide a further breakdown by:

- Number of Nurses including banding - 0
- Number of Doctors including grades - 1
- Number of Allied Health Professionals (AHP) including banding - 0

6. Impact of International Recruitment

International recruitment has assisted in providing a consistent and sustainable workforce and has helped reduce temporary agency staffing and drive down recruitment costs in the long term. Do you:

- Agree
- Disagree

7. Decision-Makers

Who is responsible for deciding if international recruitment is to be undertaken? Please provide:

- Name - Having carried out a public interest test, we apply the exemption, S(2) 36 – prejudice to effective conduct of public affairs.
- Job Title - Recruitment Business Partner (Head of Service)