

## Information Governance

Medical Directorate  
NHS Grampian  
Rosehill House  
Foresterhill Site  
Cornhill Road  
Aberdeen  
AB25 2ZG



BY EMAIL  
Jacob Johnson  
[request-880813-  
885ef187@whatdotheyknow.com](mailto:885ef187@whatdotheyknow.com)

Date 18 August 2022  
Our Ref FOI/2022/489  
Enquiries to Information Governance Team  
Extension 51319  
Direct Line 01224 551319  
Email [gram.foi@nhs.scot](mailto:gram.foi@nhs.scot)

Dear Mr Johnson

### Freedom of Information (Scotland) Act 2002

I refer to your e-mail dated 21 July 2022, requesting:

*“Please could you provide the following information under the freedom of information act covering the last 12 months:*

1. *Has the Trust used agencies to recruit permanent/international doctors and if so which agencies were used?*
2. *Has the Trust used agencies to recruit permanent/international nurses and if so which agencies were used?*
3. *Has the Trust used agencies to recruit permanent/international allied health professionals and if so which agencies were used?*
4. *Has the Trust used agencies to recruit permanent/international non-medical non-clinical staff and if so which agencies were used?*
5. *Please provide a breakdown of the number of staff placed as result of permanent/international recruitment using agencies split by; doctors, nurses, allied health professionals and non-medical non-clinical? Please also provide the associated costs broken down in the same format.*
6. *Does your Trust intend to recruit the beforementioned job roles on a permanent/international recruitment basis using an agency over the next 12 months?*
7. *What was the total permanent/international recruitment agency spend on the beforementioned job roles?*
8. *What was your total temporary agency spend on the beforementioned job roles?*
9. *Do you have a central recruitment team or an international recruitment lead?*
10. *The contact name of the person in charge of your procurement department for dealing with permanent/international recruitment?”*

I can now respond as follows:

**Please could you provide the following information under the freedom of information act covering the last 12 months?**

- 1. Has the Trust used agencies to recruit permanent/international doctors and if so which agencies were used?**

No.

- 2. Has the Trust used agencies to recruit permanent/international nurses and if so which agencies were used?**

Yes, Sanctuary.

- 3. Has the Trust used agencies to recruit permanent/international allied health professionals and if so which agencies were used?**

No.

- 4. Has the Trust used agencies to recruit permanent/international non-medical non-clinical staff and if so which agencies were used?**

No.

- 5. Please provide a breakdown of the number of staff placed as result of permanent/international recruitment using agencies split by; doctors, nurses, allied health professionals and non-medical non-clinical? Please also provide the associated costs broken down in the same format.**

Sanctuary have been engaged to recruit 40 nurses at a cost of £134,400.

- 6. Does your Trust intend to recruit the beforementioned job roles on a permanent/international recruitment basis using an agency over the next 12 months?**

There is no commitment to recruiting to roles via further permanent international recruitment currently.

- 7. What was the total permanent/international recruitment agency spend on the beforementioned job roles?**

£134,400.

- 8. What was your total temporary agency spend on the beforementioned job roles?**

For 2021/22 total agency spend excluding international recruitment costs was £13.0m Medical and Dental, £4.6m Nursing, £0.4m AHPs, £0.2m Non Medical / Non Clinical Staff.

- 9. Do you have a central recruitment team or an international recruitment lead?**

NHS Grampian have a central recruitment team who support recruitment across all staff groups.

- 10. The contact name of the person in charge of your procurement department for dealing with permanent/international recruitment?**

Procurement are not responsible for permanent or international recruitment.

They do provide procurement support for all procurement activities. NHS

Grampian does not release the names of junior staff members; s.38(1)(b) of the Act refers – Personal information of a third party.

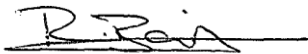
Under section 20 (1) of the Act, if you are dissatisfied with the way NHS Grampian has dealt with your request, you have a right to request a review of our actions and decisions in relation to your request, and you have a right to appeal to the Scottish Information Commissioner.

A request for review must be made within 40 working days and should, in the first instance, be in writing to: Directorate of Corporate Communications, Foresterhill House, Foresterhill, Aberdeen, AB25 2ZB or by email to [gram.foi@nhs.scot](mailto:gram.foi@nhs.scot)

Requests for appeal can be made by using the Scottish Information Commissioner's online service at [www.itspublicknowledge.info/Appeal](http://www.itspublicknowledge.info/Appeal) or should be made in writing to: Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS Telephone: 01334 464610, Fax: 01334 464611.

If you remain dissatisfied following an appeal to the Scottish Information Commissioner your recourse is to the Court of Session on a point of law.

Yours sincerely

A handwritten signature in black ink, appearing to read 'R. Bains', with a horizontal line underneath.

**Roohi Bains**  
**Information Governance Manager & Deputy DPO**  
**NHS Grampian**