

Trust Headquarters  
Russells Hall Hospital  
Dudley  
West Midlands  
DY1 2HQ

**Ref:** FOI-042025-0001575

**Date:** 30.6.25

**Address / Email:**

Dear

**Request Under Freedom of Information Act 2000**

Thank you for requesting information under the Freedom of Information Act 2000, please see response below.

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

- **None**

**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
- Framework(s) under which you contracted with the agency/ies
- Any agencies with whom you partnered **off framework**

**Not applicable, see response to question 1**

**3. Future International Recruitment Plans**

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

- Nurses

- Doctors
- Allied Health Professionals (AHP)

**- The Trust does not have any planned international recruitment campaigns. As long as international candidates meet the threshold to be sponsored by The Dudley Group, they can be recruited following a fair and equitable shortlisting and interview process.**

#### 4. Long Term Workforce Plans – **Not applicable, see response to question 3.**

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

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

#### 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
- Number of Doctors including grades
- Number of Allied Health Professionals (AHP) including banding

**- The Trust does not have any planned international recruitment campaigns. As long as international candidates meet the threshold to be sponsored by The Dudley Group, they can be recruited following a fair and equitable shortlisting and interview process.**

#### 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
- Job Title

**- Appointing manager will shortlist and interview appropriately, and if the candidate is eligible for sponsorship following Home Office requirements, they will be appointed. There is no planned international recruitment campaigns**

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager  
Trust Headquarters  
Russell's Hall Hospital  
Dudley  
West Midlands

FOI/REF FOI-

DY1 2HQ

Email: [dgft.dpo@nhs.net](mailto:dgft.dpo@nhs.net)

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

Tel: 0303 123 1113

[www.ico.org.uk](http://www.ico.org.uk)

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

**Freedom of Information Team**

**The Dudley Group NHS Foundation Trust**