

**Freedom of Information (Scotland) Act 2002**  
**Environmental Information (Scotland) Regulations 2004**

<b>Date received</b>	15/12/22	<b>Subject</b>	International Recruitment	
<b>Date passed</b>	15/12/22	<b>Respond by</b>	11/01/23	
<b>Passed to</b>	Human Resources		<b>FOI number</b>	2022-586
<b>Category of information requested</b>	Workforce - Recruitment			

**Question/s to be answered**

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

1. How many external international hires has NHS Shetland made over this period?

2 to date but these were through our own recruitment processes and not via international recruitment agency, 1 x pending through international agency with a start date pending for 2023

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

1 x Radiographer, 1 x Biomedical Scientist (direct), 1 x Nurse pending a start in 2023

3. What is NHS Shetland total international recruitment spend for this period?

£21,398 (this includes Relocation which any external recruit would be entitled to and Visa and CoS fees)

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

100% to date

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

We don't have a final figure for this as hire for external agency not expected to complete until next year

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

Director of Nursing & Acute Services, for Acute Services

Director of Community Health & Social Care, for Primary Care services.

We would also have Medical Director, and Director of Public Health, Director of Finance

7. Do you have a centralised recruitment team at NHS Shetland or are the recruitment budgets and responsibility managed by your service leads?

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There is a recruitment team with some recruitment budget allocation however each Manager and director are responsible for their own budget and individual staffing costs

8. Who are these recruitment / service leads?

Director of HR and as above Q6

9. What is the organisational structure within your recruitment and HR Teams at NHS Shetland

