

Hertfordshire Partnership University NHS Foundation Trust (HPFT)

International Healthcare Recruitment – August 2017

1. **Name of Trust: Hertfordshire Partnership University NHS Foundation Trust**

2. **How many vacancies do you currently have for each of the following grades of staff?**

	Vacancies as of 04/12/2017
Doctors	24.38
Nurses	175.06
Physiotherapists	1.00
Occupational Therapists	7.19
Radiologists	N/A
Paramedics	N/A
Other AHP's	7.86

3. **Are you actively seeking to recruit staff from abroad and outside of the EU? (please tick)**

Yes
No

4. **If the answer to Q3 is “Yes” from which countries are you seeking to recruit (please tick) :**

India
Philippines
Australia
Canada
Zimbabwe
South Africa

Not applicable

5. **If the answer to question 3 is “No” are you intending to start recruiting from outside of the EU within the next 12 months?**

Yes
Which countries will you seek to recruit from?

No

6. **Do you/will you recruit directly by yourselves or through a permanent employment agency?**

Directly.....
Agency.....
Both.....

Not applicable

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7. Which agencies do you work with currently?

Agencies on Framework
Agencies off Framework

Currently we are not using any agencies to recruit internationally.

8. What criteria do you use to assess a recruitment agency when appointing them?

We would use agencies on the London Procurement Partnership Framework.

9. Typically what agency rate/placement fee would you pay to recruit a permanent member of staff?

This will vary depending on the profession and the agency awarded with the contract to recruit on our behalf.

10. What is the estimated cost to the Trust/ annum for International recruitment?

Currently we do not have an international recruitment budget.

11. How many of the following staff recruited from outside of the EU did you appoint in 2016?

	2016
Doctors	0
Nurses	0
Physiotherapists	0
Occupational Therapists	0
Radiologists	0
Paramedics	0
Other AHP's	0

12. How many of the following staff recruited ex EU have you appointed year to date in 2017?

	2017
Doctors	0
Nurses	1
Physiotherapists	0
Occupational Therapists	0
Radiologists	0
Paramedics	0
Other AHP's	0

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13. How many of the staff in each Group have actually arrived in UK?

	2017
Doctors	0
Nurses	1
Physiotherapists	0
Occupational Therapists	0
Radiologists	0
Paramedics	0
Other AHP's	0

14. What is your current OSCE pass rate for nurses?

The process has not started yet.

15. What training is given to support OSCE candidates

We support staff with relevant study days training and access to mock OSCE training.

16. Please outline what support is given to International recruits?

International recruits are also supported with a 6 month preceptorship programme where they are required to attend the following:

- 6 preceptorship sessions
- Preceptorship induction
- Physical Health Skill assessment
- Clinical skill assessment
- Medication
- Professional Accountability
- Revalidation

International recruits are also provided with practical support such as help with finding accommodation, buddy at work, opening a bank account, travel information, registering with a GP, dentist and shopping.

17. Is on-site accommodation provided by the Trust?

Yes
No ✓