

Ref. No: 2211  
Date: 8<sup>th</sup> December 2025  
Subject: Recruitment Agencies

## REQUEST

- 1. The current number of executives, managers, and clinical staff employed by your trust (separately for each staff category)**
  - 2. The number of executives, managers, and clinical staff hired by your trust using a recruitment agency in each of the last 5 fiscal years, separately for each staff group**
  - 3. The annual staff turnover rate for each staff group over the last 5 fiscal years**
- Executives: Any members of top-level trust leadership, such as Chair, Chief Executive, Executive Directors (e.g., medical director, nursing director, finance director, Chief Operating Officer) responsible for overall strategy, quality, and governance.
  - Managers: Senior management, such as service or care group directors, heads of nursing, clinical directors, general managers, and heads of corporate departments, typically overseeing multiple departments or an entire division, as well as Middle managers and Frontline managers, such as matrons, ward or department managers, team leaders, and service managers who manage day-to-day operations and directly supervise clinical and non-clinical teams.
  - Clinical staff: Frontline clinical staff and support staff

## RESPONSE

- 1. The current number of executives, managers, and clinical staff employed by your trust (separately for each staff category)**

Executives 14  
Managers 721 (Bands 6 upwards)  
Clinical staff 7764

**2. The number of executives, managers, and clinical staff hired by your trust using a recruitment agency in each of the last 5 fiscal years, separately for each staff group**

Financial Year 21/22 = 0

Financial Year 22/23 = 0

Financial Year 23/24 = 1 Medical & Dental

Financial Year 24/25 = 2 Medical & Dental, 1 Administrative & Clerical

Financial Year 25/26 = 1 Medical & Dental

**3. The annual staff turnover rate for each staff group over the last 5 fiscal years**

Staff Group	Mar-25	Mar-24	Mar-23	Mar-22	Mar-21
Add Prof Scientific and Technic	10.35%	13.97%	13.76%	16.50%	8.24%
Additional Clinical Services	13.54%	14.06%	16.52%	18.44%	23.03%
Administrative and Clerical	12.24%	11.16%	14.54%	15.91%	10.60%
Allied Health Professionals	8.38%	14.66%	14.86%	15.68%	14.32%
Estates and Ancillary	8.58%	9.21%	10.97%	12.27%	7.91%
Healthcare Scientists	10.56%	8.06%	9.52%	9.18%	9.77%
Medical and Dental	18.60%	23.90%	24.05%	24.70%	29.14%
Nursing and Midwifery Registered	8.30%	11.46%	11.30%	14.49%	13.24%