

Reference: FOI.ICY-2526/341

Subject: System-level Workforce Procurement and International Recruitment Programmes (2024–2025)

I can confirm that the ICB does hold some of the information requested; please see responses below:

QUESTION	RESPONSE
<p>Scope</p> <p>NHS Bristol, North Somerset and South Gloucestershire Integrated Care Board (BNSSG ICB), for the period 1 January 2024 to 1 December 2025.</p>	
<p>1. <u>ICB-managed temporary staffing arrangements</u> Does BNSSG ICB itself procure, operate, or manage any managed service provider (MSP) and/or vendor management system (VMS) arrangement for temporary agency staffing for BNSSG system organisations? (Yes/No)</p> <p>If yes, please provide the supplier name(s) and contract start/end dates (no rates/spend requested).</p>	<p>No, the ICB does not procure, operate or manage any MSP or VMS arrangements for temporary agency staff for BNSSG system organisations.</p>
<p>2. <u>System-level policy/guidance on agency procurement routes</u> Does BNSSG ICB hold any system-level policy, guidance, or contractual standard (e.g., within provider contracting/assurance) that requires or recommends BNSSG providers procure agency staff only via NHS England-approved framework agreements?</p> <p>If yes, please provide the relevant document(s) or links.</p>	<p>The ICB adheres to NHS England Agency rules and as such, only uses suppliers on the Crown Commercial Services (CCS) framework for individual agency workers. The agreements we use are RM6277 – nonclinical staffing and RM6281 Clinical and Healthcare staffing.</p> <p>https://www.crowncommercial.gov.uk/agreements/?&status=Live&page=1</p>

<p>3. <u>System-level international recruitment programmes</u> During 2024–2025, did BNSSG ICB commission, fund, or coordinate any system-wide international recruitment programme(s) for clinical staff for BNSSG providers? (Yes/No)</p> <p>If yes, please provide the programme name(s) and any partner/supplier organisation name(s) used (no spend requested).</p>	<p>No, please contact individual providers directly (listed below)</p>
<p>4. <u>Ethical recruitment / fee charging – ICB position (documents held)</u> Does BNSSG ICB hold any guidance, assurance materials, or policy documents for BNSSG providers relating to ethical international recruitment and the prohibition on charging candidates recruitment fees?</p> <p>If yes, please provide the document(s) or links.</p>	<p>No, please contact individual providers directly (listed below)</p>
<p>5. <u>Information-holder signposting</u> If BNSSG ICB does not hold information responsive to any of the above because it is held by provider trusts, please confirm this and (if possible) identify which organisation(s) are most likely to hold it.</p>	<p>Please contact the relevant Freedom of Information teams within our system partners for BNSSG, these are listed on our Healthier Together Website: https://bnssghealthiertogether.org.uk/about-us/what-we-do/#:~:text=The%20partners%20that%20make%20up%20our%20Integrated%20Care%20System</p> <ul style="list-style-type: none"> • North Bristol NHS Trust (NBT): FOIRequests@nbt.nhs.uk • University Hospitals Bristol and Weston NHS Foundation Trust (UHBW): FreedomOfInfo@uhbw.nhs.uk • South Western Ambulance Service NHS Foundation Trust (SWAST): SDPlus.InformationGovernance@SWAST.nhs.uk

	<ul style="list-style-type: none">• Avon and Wiltshire Mental Health Partnership (AWP) NHS Trust: awp.freedomofinformation@nhs.net• Sirona care & health: Sirona.hello@nhs.net
--	---

The information provided in this response is accurate as of 21 January 2026 and has been approved for release by Jo Hicks, Chief People Officer for NHS Bristol, North Somerset and South Gloucestershire ICB.