



Trust Headquarters
Nexus House
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Crawley
West Sussex
RH10 9BG

Internal Ref:
Email:

Tel: 0300 123 0999
www.secamb.nhs.uk

Dear ,

The trust is in receipt of your information request, thank you. Please accept this formal response, which has been given the internal reference quoted above. Please quote this reference number in any correspondence.

Please accept the Trust's sincere apologies for the delay and inconvenience you have experienced regarding this response. At the time of writing the Trust continues to receive high volumes of FOI requests, many of which are complex and time consuming. In this instance, the Trust has not responded within the required 20 days, and for this we apologise.

Request

You asked us:

Request 1

In the previous 36 months on how many occasions have you engaged the services of an Executive Search recruitment company? i.e. a recruitment service for senior staff on a retained fee basis.

Request 2

If the response to Request 1 is positive what fees, either in percentage or a pounds and pence figure, were paid by your organisation to the supplier.

We have processed your request under the Freedom of Information Act 2000 (FOIA)

Response

The formal Trust response follows.

The Trust confirms it holds the information you requested.



Request 1

In the previous 36 months on how many occasions have you engaged the services of an Executive Search recruitment company? i.e. a recruitment service for senior staff on a retained fee basis.

Since October 2023, we have recruited into 4 Executive positions. All of which have gone through an Executive Search agency.

We have not engaged with Executive Search agencies on a retained fee basis.

We have conducted a competitive process with each agency where they submitted proposals to deliver the service.

Agencies were selected based on value for money, track record and ability to deliver within the timeframe required. This is in line with normal procurement policies, i.e over a certain cost we require 2 or more quotes.

We only pay for the services at the point they are delivered.

Agencies used in the past 36 months are

- Hunter Healthcare
- Gatensby Sanderson
- Alumni Global (formally Harvey Nash)

Request 2

If the response to Request 1 is positive what fees, either in percentage or a pounds and pence figure, where paid by your organisation to the supplier.

Below is a table for the past 3 calendar years.

Supplier	2022	2023	2024	Total
Hunter Healthcare	£0	£13,332	£0	£13,332
Gatenby Sanderson	£0	£60,984	£33,978	£88,272
Alumni Global	£21,050	£5,950	£0	£27,000
Total	£21,050	£80,266	£33,978	£128,604

Next steps

We hope you find the information provided to be of some assistance.

Should you be dissatisfied with our response, kindly in the first instance contact Caroline Smart, Head of Information Governance via the following email address: FOI@secamb.nhs.uk

You can ask us to review our response. If you would like us to carry out a review, please let us know within 40 working days. This will be conducted by someone who



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was not involved in reviewing the original response, ordinarily, the Trust Data Protection Officer.

Should you remain dissatisfied following our internal review, you can complain to the [Information Commissioner's Office](https://ico.org.uk/for-the-general-public/what-you-can-do-if-youre-not-satisfied-with-a-response-to-your-complaint/) (ICO). You should make complaints to the ICO within six weeks of receiving the outcome of an internal review. The easiest way to lodge a complaint is through their website: www.ico.org.uk/foicomplaints.

The ICO's postal address is:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, SK9 5AF.

Yours sincerely,

**Freedom of Information Coordinator
South East Coast Ambulance Service NHS Foundation Trust**



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