



24 March 2026

Dear

FREEDOM OF INFORMATION REQUEST

Request No: 47298-26

Subject: Recruitment Spend (Contract vs Permanent, MSP/RPO, Tech)

Date Received: 03/03/2026

Thank you for your request for information received on 3rd March 2026 which was dealt with under the terms of the Freedom of Information Act 2000. Northern Ireland Ambulance Service (NIAS) Health and Social Care Trust has now completed its search for the information you requested and that is detailed below.

FOI QUESTIONS AND ANSWERS	
Under the Freedom of Information Act 2000 (NI), I am requesting detailed information on your organisation's recruitment expenditure for the following financial years:	
<ul style="list-style-type: none"> - 2023/24 - 2024/25 - 2025/26 (if available) 	
Please include:	
Spend totals per category per year	
Number of roles filled per category	
Total number of hires by permanent vs contract vs MSP/RPO per category	
<u>Total No of Agency staff hired per Category each year</u>	
2023/24	
<u>Lot</u>	Number of Posts
Lot 1 - Allied Health Professionals	0
Lot 2 – Social Care	0
Lot 3 - Professional and Technical e.g Biomedical Scientist, Lab & Pharmacy Technicians	2
Lot 4 - Specialists e.g. IT, Finance, Project Management	8
Lot 5 - Administrative & Clerical	6
Lot 6 - Support Services e.g. Porters, Catering	0
2024/25	
<u>Lot</u>	Number of Posts
Lot 1 - Allied Health Professionals	0
Lot 2 – Social Care	0
Lot 3 - Professional and Technical e.g Biomedical Scientist, Lab & Pharmacy Technicians	1
Lot 4 - Specialists e.g. IT, Finance, Project Management	18
Lot 5 - Administrative & Clerical	7
Lot 6 - Support Services e.g. Porters, Catering	7
2025/26	
<i>Only 2 Agency posts so far in 2026, one 8th Jan and other 16th March (March not included below)</i>	



<u>Lot</u>	<u>Number of Posts</u>
Lot 1 - Allied Health Professionals	0
Lot 2 – Social Care	0
Lot 3 - Professional and Technical e.g Biomedical Scientist, Lab & Pharmacy Technicians	5
Lot 4 - Specialists e.g. IT, Finance, Project Management	21
Lot 5 - Administrative & Clerical	25
Lot 6 - Support Services e.g. Porters, Catering	15

Total No of Permanent staff hired per year

It is only possible to provide this data in total and not categorised.

Year	Permanent New Starts	Org Move to Permanent
2023-2024	51*	64**
2024-2025	156*	128***
2025-Feb2026	157*	175****

*includes permanent new starts with work contract "Trainee"

**excludes Voluntary Transfers and Return from Secondment. X6 Redeploy Other have also been excluded as there is no way of knowing the exact reason (eg, Occupational Health recommendation etc.)

***X2 redeploy other

****X1 redeploy other

<p>Total Recruitment Spend: Total spend on permanent hires (direct employment) Total spend on contract/temporary workers</p>	<p>Total Spend (All hires) 2023-24 - £76,711.33 2024-25 - £90,492.30 2025-26 - unable to release as unaudited.</p> <p>Recruitment spend not recorded separately for different hire types.</p>
<p>MSP/RPO Expenditure: Total spend through any Managed Service Provider(s) (MSP) Total spend through any Recruitment Process Outsourcing (RPO) Please name the MSP(s) and RPO provider(s) used in each year.</p> <p>Copies of any existing Preferred Supplier List (PSL) agreements or current supplier lists for contingent recruitment.</p>	<p>RPO Spend – Total Spend 2023-24 - £74,569.00 2024-25 - £86,624.82 2025-26 – unable to release as unaudited.</p> <p>Business Services Organisation, Procurement and Logistics Service establish a Framework Agreement with a number of Contractors capable of supporting their short term needs where such cannot be managed through normal recruitment / direct employment. This document is not owned by NIAS therefore NIAS are not permitted to share it. It is a document solely used by BSO as part of their Tendering process.</p>
<p>Spend by Technology Discipline: For permanent, contract, MSP/RPO, provide spend broken down by the following categories (if recorded): Cyber Security Data & Artificial Intelligence</p>	<p>This data is not held by NIAS.</p>

Infrastructure (including Cloud and Networking) Any other tech-related disciplines currently tracked.	
Vendor/Agency Spend If held, please provide: A list of recruitment agencies/vendors used during these periods. Spend with each agency/vendor. Classification of each as direct-hire, contract staffing, MSP, or PSL supplier.	This data is not held by NIAS.

I hope the above fully assists you.

Please note that, under the Re-use of Public Sector Information Regulations, if you wish to publish or otherwise use this information besides for your own means, you will need to seek our permission to do so.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible, or in any case within two months of the date of issue of this letter.

If you require an internal review to be undertaken, please request this via the email address: information.governance@nias.hscni.net or submit via Director of Planning, Performance and Corporate Services, Northern Ireland Ambulance Service (NIAS) HSC Trust, Site 30, Knockbracken Healthcare Park, Saintfield Road, Belfast, BT8 8SG.

If following an internal review, you remain dissatisfied in any way with the handling of the request, you may make a complaint under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the Trust has complied with the terms of the Freedom of Information Act.

You can write to the Information Commissioner at:

Email: ni@ico.org.uk
Website: [ICO Website](http://ico.org.uk)
Post: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, CHESHIRE SK9 5AF
Telephone: 028 9027 8757 or 0303 123 1114 (Belfast based Office)

Please be advised that NIAS replies under Freedom of Information may be released into the public domain via our website @ <https://nias.hscni.net> Personal details in respect of your request will have, where applicable, been removed to protect confidentiality.

Yours sincerely

(not signed – issued by email)

Information Governance Team

This response has been prepared for disclosure log publication. Only minor editorial or redaction amendments have been made for clarity and compliance with data protection legislation. The substantive content is identical to that provided to the requestor and the original issued version remains the authoritative record.