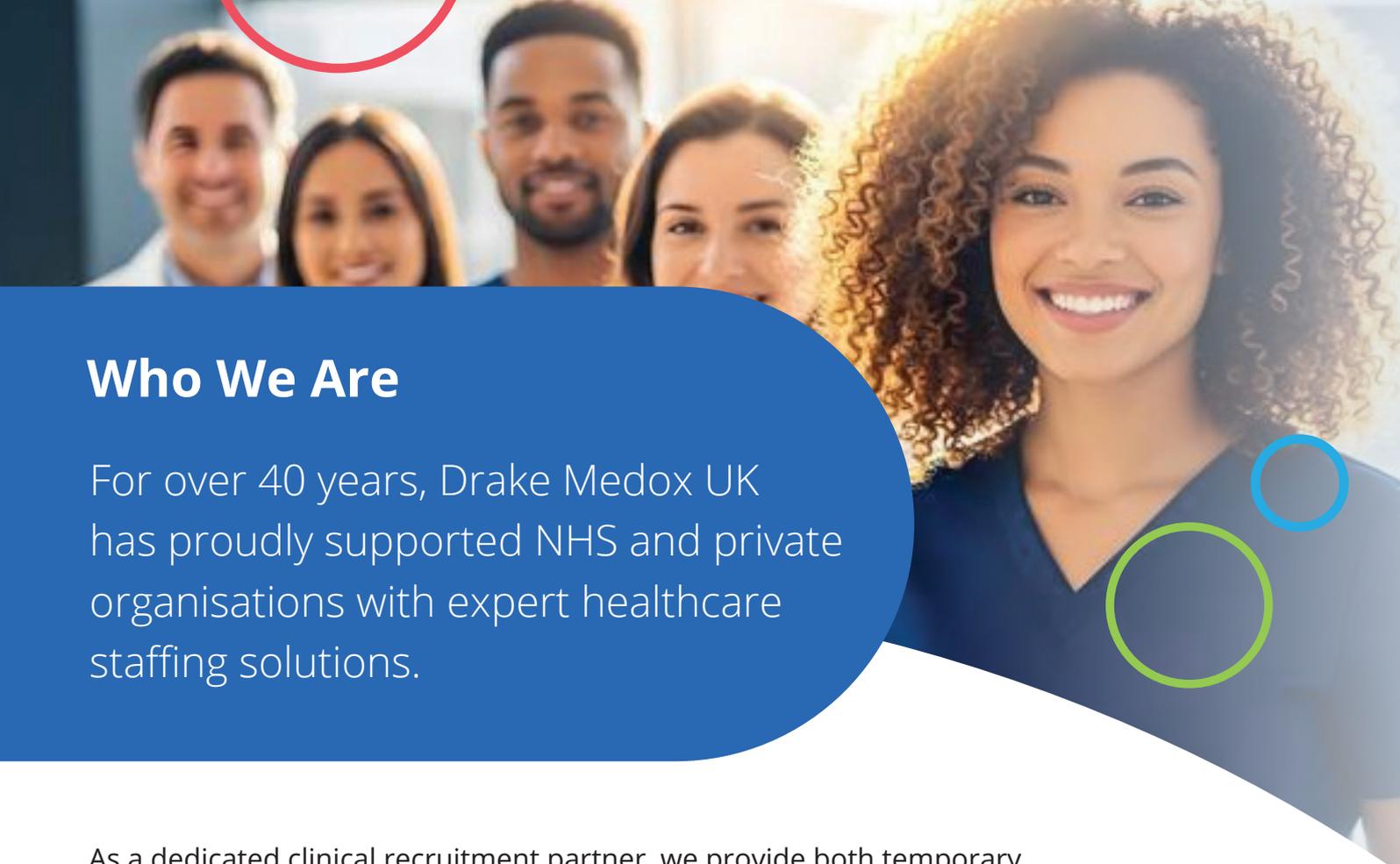




Specialists in Healthcare Recruitment

Capability Statement



Who We Are

For over 40 years, Drake Medox UK has proudly supported NHS and private organisations with expert healthcare staffing solutions.

As a dedicated clinical recruitment partner, we provide both temporary and permanent staffing solutions across the full spectrum of healthcare roles, including nurses, AHPs, registered managers, support staff and specialist clinicians. We work closely with hospitals, clinics, community services and residential facilities to deliver tailored workforce solutions that meet each organisation's unique clinical, regulatory and operational requirements. This includes support for general nursing, complex care, specialist pathways, and services for individuals with learning disabilities or neurodiverse needs.

With decades of sector expertise, we combine robust clinical understanding with a compassionate, person centred approach. Whether supplying staff for short term cover or long term workforce development, we act as an extension of your team - responsive, collaborative and aligned with your service values. Our goal is to strengthen your organisation, enhance continuity of care, and empower you to deliver exceptional outcomes every day.

Our core values

Every partnership is guided by our core values:

- **Respect**
- **Passion**
- **Integrity and Inclusion**



The History of Drake Medox

With a proud legacy spanning over 40 years in the UK and more than 50 years globally, Drake Medox has established itself as a trusted leader in healthcare recruitment and complex care support.

In the UK, we pioneered temporary and permanent staffing solutions for Nursing, Occupational Therapy and Physiotherapy, serving a diverse client base since 1978 including NHS Trusts, private hospitals, local authority and corporate businesses such as the Metropolitan Police, BUPA, BAE and The Cromwell Hospital. Our expertise and reliability have made us the partner of choice for both urgent and long-term staffing needs.

We were one of the first organisations to initiate international recruitment of healthcare professionals from overseas to work in the UK, and have, to date, placed over 22,000 healthcare professionals nationwide.

Internationally, Drake Medox is recognised as a leader in complex care across Australia and New Zealand, where our innovative, person-centred services have earned us multiple industry awards and government accreditation.

In Canada, our commitment extends to both homecare and healthcare education, with Drake Medox Health Services and Drake Medox College empowering clients to live independently and training the next generation of healthcare professionals.



Our Services & Specialist Areas



Neurodevelopmental

We can source highly skilled professionals with expertise in ADHD, Autism, Psychiatry, Psychology, and Counselling. Our team works closely with employers to ensure the right talent is matched to the right roles, supporting the best outcomes for service users.



Complex Care

Drake Medox is renowned for providing comprehensive, holistic, and trusted complex care services. In the UK, we supply specialist clinical professionals, including nurses, physiotherapists, occupational therapists, counsellors, and support workers. Our adaptable, long-term staffing solutions are tailored to meet even the most demanding client care requirements.



General & Specialist Nursing

Temporary Staffing & Urgent Cover: Our team is available 24/7 to provide Rapid, reliable cover, ensuring continuity of care.

Permanent Recruitment & Bespoke Solutions: We work closely with clients to understand their long-term workforce needs. Our approach is bespoke, tailored to each business's unique culture and demands.



International Healthcare Recruitment

As the UK's leading international recruitment agency, Drake Medox has placed more than 22,000 healthcare professionals over the past 25 years. We manage the entire process, from legal accreditation and candidate sourcing to deployment and relocation, making international recruitment seamless for both clients and candidates.

The Cromwell Hospital

Background

For more than 20 years, The Cromwell Hospital has partnered with Drake Medox to deliver high-quality temporary clinical staffing solutions. Our long-standing relationship is built on trust, reliability, and a shared commitment to exceptional patient care. Over the years, Drake Medox has also supported the Hospital by operating bank staffing functions, helping to reduce costs while providing consistent, high-quality staff.

Challenges

The Cromwell Hospital required a flexible and dependable staffing partner who could respond quickly to fluctuating clinical demands, including:

- **Unpredictable staffing needs** requiring rapid mobilisation
- **High standards of care** needing reliable, well-vetted clinicians
- **24/7 coverage** across peak periods and urgent situations
- **Cost-effective solutions** without compromising quality

Our Solution

Drake Medox implemented a comprehensive temporary staffing service designed for responsiveness, continuity, and quality. Key elements included:

- **24/7 staffing support** to ensure seamless coverage at all times
- **A dedicated recruitment and relationship management team** maintaining strong, long-term links with trusted clinicians
- **Enhanced compliance processes** ensuring every temporary staff member meets rigorous clinical, regulatory, and competency standards
- **Reliable, quick turnaround for shift fulfilment** through proactive talent pooling and real-time communication

Results

This partnership has delivered consistent, measurable success:

- **98% fill rate** across temporary staffing requirements
- **Consistent, reliable workforce** supported by long-standing clinicians who understand the hospital's standards
- **Seamless coverage** reducing shift gaps and safeguarding continuity of care
- **Cost-effective staffing** model lowering overall spend and driving long-term savings
- **100% compliance** across all temporary staff
- **Fast, honest and reliable service** backed by 4 decades of Drake Medox expertise

Central London Community Healthcare NHS Trust

Background

Central London Community Healthcare (CLCH) NHS Trust sought to strengthen its community nursing workforce amid a significant shortage of experienced nurses in the UK. To meet rising service demands, they partnered with Drake Medox in 2020 to explore strategic international recruitment—primarily targeting highly skilled nurses from India and the Philippines. At a Glance:

- **Partnership commenced:** 2020
- **Total workers deployed:** 306 Registered Nurses + 30 AHPs
- **Interview-to-offer rate:** 90%
- **Contract extended:** Until March 2026 to recruit and deploy 40 additional nurses in manageable cohorts

Client Requirement

The Trust required more than qualified clinicians—they needed nurses with recognised community experience and a passion for delivering outstanding patient care. With limited local talent available, the challenge was sourcing exceptional candidates from 'green list' countries who could integrate quickly and contribute long-term.

Our Solution

Drake Medox designed a streamlined, end-to-end recruitment model built specifically for CLCH.

Key elements included:

- **Remote interview model** enabling access to global talent without geographical barriers
- **Monthly recruitment campaigns** across India and the Philippines
- **Full process management** including promotion, shortlisting, candidate screening, interview coordination, and onboarding support
- **Rigorous vetting** ensuring candidates met UK clinical, professional, and compliance standards

This approach enabled a consistent pipeline of high-quality community nurses who were fully prepared for success in the UK healthcare environment.

Impact & Ongoing Success

The partnership has delivered outstanding results:

- 300+ nurses recruited over five years
- A strengthened, diverse workforce improving patient outcomes
- Reduced reliance on temporary agency staff and associated costs
- A long-term, trusted partnership supporting the Trust's future staffing strategy



Our Difference

Our global reach, combined with deep local expertise, underpins our mission to deliver exceptional care, support, and workforce solutions for healthcare providers and communities worldwide.



Person-Centred Approach:

We are committed to a person-centred approach and work collaboratively with organisations, patients and their families to promote dignity, independence and well-being at every stage of their healthcare journey.



Strong Retention & Continuity:

We prioritise the wellbeing and professional growth of our workforce, achieving high staff retention rates. This stability ensures clients and families receive consistent, dependable care with trusted support workers long-term.



Diversity, Equality & Inclusion:

We are committed to fostering a diverse and inclusive workforce, with robust policies and ongoing training to ensure cultural competence and equitable practices.



Global Reach:

As part of the Drake International group, we benefit from a global network of offices and partners in Australia, New Zealand, Canada, South Africa, and Asia.

Our Process



Talent Sourcing:

Sourcing highly skilled healthcare professionals across a wide range of specialist fields.



Screening & Compliance:

Comprehensive candidate vetting, including professional training and registration, background screening, references, criminal record checks and regulatory requirements for international candidates, where appropriate.



Interviews & Onboarding:

Coordinating interviews, managing feedback, facilitating job offers and onboarding compliance.



International Recruitment:

Streamlining international recruitment for UK healthcare providers.

What Our Clients and Candidates Say



“All these years I have been with Medox, it’s the best agency I have worked for—they are like my family, they are the best ever.”

— *Medox Candidate*



“Drake Medox is an agency that go above and beyond for both clients and candidates. We are truly grateful for their partnership and I highly recommend them to any organisation seeking to recruit international professionals.”

— *Zoe Rothwell, International Nurse Recruitment Lead, Central London Community Healthcare NHS Trust*

Meet Our National Team



Gay Barton – COO, Medox Global

With over 40 years of experience, Gay leads Medox globally as Chief Operating Officer. She oversees strategy, operations, and growth across all regions, driving excellence in service delivery, workforce innovation, and client outcomes.



Laura Turner (FREC) – General Manager, Drake Medox UK

With over 19 years in recruitment and the past 15 years specialising in healthcare and operations, Laura leads the UK division of Drake Medox with a focus on strategic growth, compliance, and client partnership. Laura's leadership ensures the delivery of tailored staffing solutions and upholds the company's values of competence, compassion, and collaboration, driving excellence for both clients and candidates across the UK.



Liz Miller – Operations Manager, Drake Medox UK

Liz brings deep operational expertise to Drake Medox UK, having been with the business for 40 years. Overseeing day-to-day processes, Liz and the team ensure seamless service delivery. Her commitment to efficiency, regulatory compliance, and team support underpins the company's reputation for reliability and high standards, helping to maintain strong client relationships and operational excellence.



Ranilo Sabellano (RN) – Senior Clinical Operations Consultant

Ranilo is a key clinical leader at Drake Medox UK, providing expert oversight of clinical operations and supporting the recruitment and development of nursing and healthcare professionals. With a hands-on approach and a focus on quality care, Ranilo ensures that both clients and candidates receive the highest level of clinical support and guidance.



**Ready to learn more about how we
can support your workforce needs?**

drakemedox.co.uk

