

# United Lincolnshire Hospitals



NHS Trust

<b>To:</b>	<b>Public Trust Board</b>
<b>From:</b>	Ian Warren Director of Human Resources
<b>Date:</b>	22/02/16
<b>Healthcare standard</b>	

<b>Title:</b>	International Recruitment of Overseas Nurses						
<b>Responsible Director: Paper prepared by:</b> Russell Outen-Coe, Head of Nurse Education for Ian Warren, Director of Human Resources							
<b>Purpose of the Report:</b> For permission to recruit Overseas nurses from outside the EU							
<b>The Report is provided to the Board for:</b>							
<table border="1"> <tr> <td>Decision</td> <td>X</td> </tr> </table>		Decision	X	<table border="1"> <tr> <td>Discussion</td> <td></td> </tr> </table>		Discussion	
Decision	X						
Discussion							
<table border="1"> <tr> <td>Assurance</td> <td></td> </tr> </table>		Assurance		<table border="1"> <tr> <td>Information</td> <td></td> </tr> </table>		Information	
Assurance							
Information							
<b>Summary/Key Points:</b>							
<p>The purpose of this report is to provide the Board with an overview of current position regarding International Recruitment.</p> <p>Highlight the current challenges with respect to changes in new NMC regulations impact on EU recruitment plans.</p> <p>Consider repeating Overseas Nurses recruitment event in Philippines in May 2016</p>							
<b>Recommendations:</b>							
Support International Recruitment outside of the EU (Overseas)							
<b>Strategic Risk Register</b>		<b>Performance KPIs year to date</b>					
<b>Resource Implications (e.g. Financial, HR) Cost per International nurse almost double</b>							
<b>Assurance Implications</b>							
<b>Patient and Public Involvement (PPI) Implications</b>							
<b>Equality Impact –</b>							

<b>Information exempt from Disclosure –</b>
<b>Requirement for further review?</b>
<b>No</b>

## International Recruitment

### **1. Purpose**

This paper is set out to give:-

- An overview of the current international recruitment that has taken place
- Explain the changes in NMC regulations that are having an adverse impact on the international recruitment within the EU
- Following the success of a recent event, seeks permission to recruit nurses from the Philippines for a second time

### **2. Key Summary**

The International Recruitment campaign has resulted in 23 nurses being recruited from Romania and Poland; nurses are based at Pilgrim Hospital and Lincoln Hospital.

There were plans for a recruitment event to take place 24 November 2015 in Portugal, to recruit nurses to Lincoln County Hospital. In addition a trip to Romania on 15 January 2016 was planned with an expectation that an additional 10 nurses would be recruited. However both these were cancelled recruits dropping dramatically and jeopardised further EU recruitment events for the following reasons:

#### International English Language Testing System level 7

The NMC have brought in a new regulation for all EU nurses to have IELTS7 (International English Language Testing System level 7). If an EU Nurse applies for NMC PIN (Personal Identification Number) post 18 January 2016 there will be a requirement to have an award of IELTS7 – this will be mandatory.

This test is pitched somewhere between a GCSE and A level and reputedly difficult to pass. Final approval has yet to go before Parliament; however it is expected to be ratified. The speed at which this has been introduced and a lack of definitive information from the NMC has, anecdotally, resulted in the message that the UK is a more difficult country in which to pursue a nursing career, thus recruits are choosing other countries to relocate to.

### **3. Implications**

This in essence has meant that the supply of nurses wishing to come to the UK from within the EU has very nearly dried up in the short term, as the test is:

- academically rigorous
- not required by other EU countries

The pool of nurses wishing to relocate to the EU will be much more limited and the process even more competitive. Clearly EU Nurses with IELTS7 will be much sought after as potentially they could choose to work in other EU countries where the test is not mandatory. For this reason the trip to Portugal has been cancelled and the same risks are posed to future trips to Poland and Romania.

All further EU planned trips post 18 January 2016 have been cancelled, as there are insufficient numbers of nurses to be recruited and therefore agreement has been made to use SKYPE for interviewing if there are less than 8 candidates in one cohort. However Skype can be problematic due to the unreliability of the software and /or poor network connections and we have had to abandon SKYPE on many occasions for these reasons.

In due course this situation could change as recruitment agencies are providing support for their candidates to pass IELTS7, in the short term the EU will not be an option for supporting ULHTs recruitment plans.

The Home Secretary has recently added nursing to the shortage occupation list and relaxed the rules around Certificate of Sponsorship (CoS) for Overseas Nurses. This has now been extended and anecdotally understood that this will continue for the foreseeable future.

Combined with introduction of IELTS7 for EU nurses, the process is now fiercely competitive as Trusts endeavour to capitalise on this window of opportunity. The effect is that trusts are now using Overseas Nurse Recruitment (i.e. out of the EEA) as this group have had to obtain IELTS7 since Oct 2014. To mitigate the inability to recruit sufficient EU nurses we held a recruitment event in January 2016 the Philippines. This was very successful and we hired 131 high calibre nurses who will begin to arrive from around 3-10 months.

Whilst Overseas nurses are in a position of greater preparedness to come to the UK - the time from interview to arrival can be up to 10 months and the costs for recruiting Overseas are substantially higher as the Adaptation Process for Overseas nurses now required by the NMC is complex and lengthy and there is an expectation that trusts will provide a comprehensive relocation package in order to remain competitive. Please see below:

### **Recruitment costs of an EU Nurse vs Overseas Nurse**

#### EU nurse

Recruitment agency cost £2250

+ Incentive package including NMC application, NMC annual registration, in bound flight, flight voucher and two months free accommodation £ 1360

**Total £3610**

#### Overseas nurses (i.e. out of EU)

Recruitment agency cost £2700

IELTS7 prep £60

IELTS7 test (first attempt) £140

Two months free accommodation £930

OSCE Pt 2 £992

Tier 2 visa £514

In bound flight £700 (One way)

COS £184

OCE (POEA) £60

Mandatory Insurance £70

**Total £6350** Plus Health Insurance £200 for first three years in form of a loan  
(plus potential loan for rental bond of £1500 per nurse recoverable over 12- 24 months)

Following a recent event in Manila we found the standard was very high, their values and behaviours were impressive and their level of spoken English very good. Whilst we accept that not all 131 offered a post will result in the uptake of a confirmed position it was considered an extremely productive event, however the lead time for any overseas nurses is between 3 and 10 months.

Whilst recruits from this event will arrive around October/ November 2016 we are looking to address our ongoing staffing levels by holding another Manila based recruitment event in May 2016 (for arrival Jan – Feb 2017) to recruit 100 nurses.

We originally scoped an event in India - however there is still a large number of staff in the Philippines who are wanting to come to the UK it is felt that the individuals we have offered positions to, will have family/contacts/ colleagues who may now want to come to ULHT. The majority we saw had not been interviewed previously so the pool is still very favourable.

Having considered what pastoral care we can offer we feel that recruiting from a similar culture makes it easier for us to provide support mechanisms and build a critical mass. Additionally the training and support needed to get through the OSCE may be easier if staff come from the same place, we feel that having a second group who can be supported by the first group will make it easier and quicker for our team to get them ready.

#### **4. Recommendations**

The Director of Human resource recommends the following for approval by the Trust Board:

- Support Overseas a further recruitment event in Manila in May 2016 based on the information presented in this paper
- Immediate approval to proceed on the planned Overseas recruitment