

# Internationally Recruited Nurses Project

## HISTORY

The project was designed to support IRN's in the Workplace.

The following outcomes of the project were anticipated:

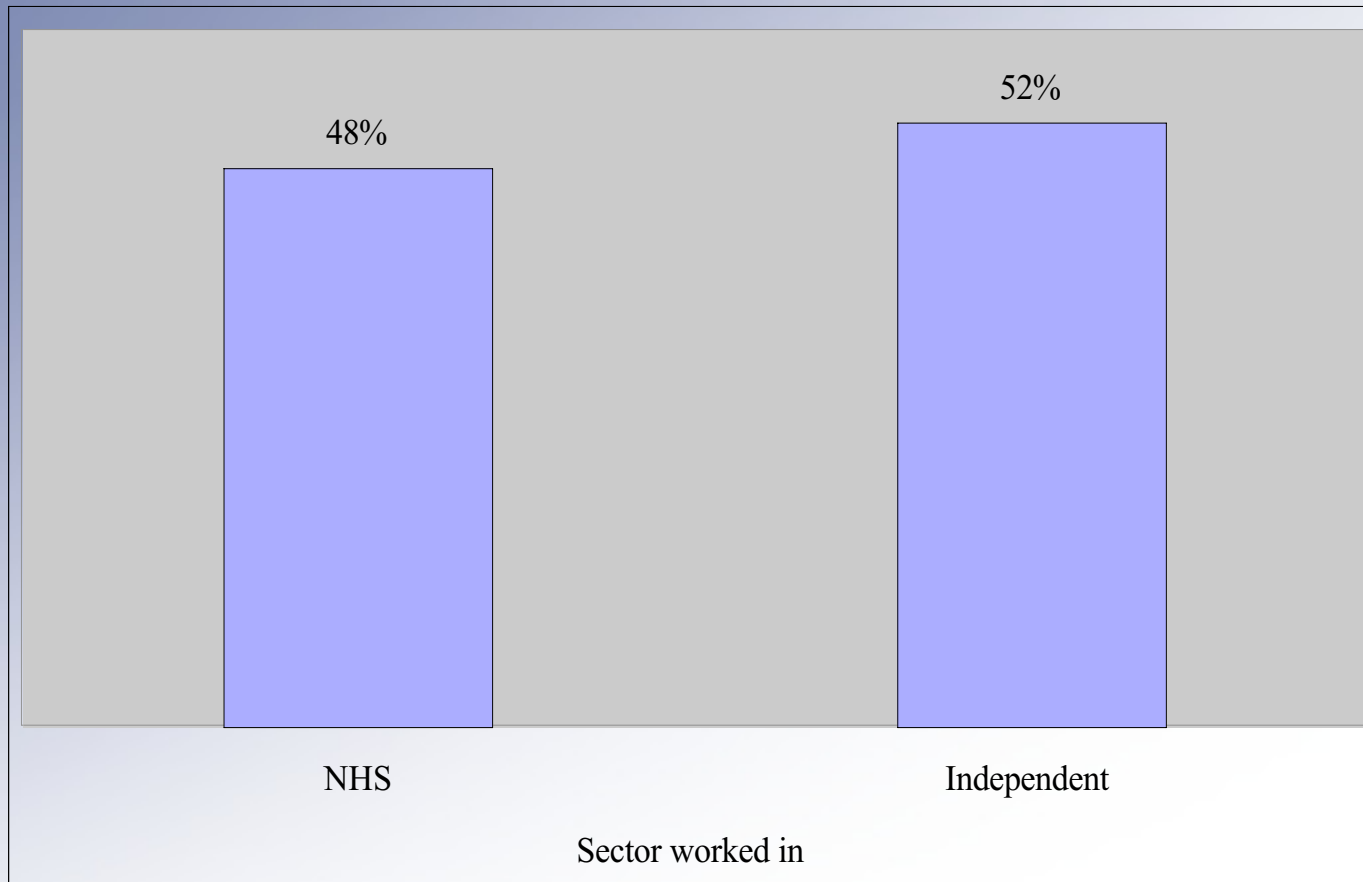
- To improve their career opportunities
- To help them understand the culture of the health service
- To provide a mentoring system for the IRN's
- To train learning reps as mentors
- To improve the life skills of the IRNs

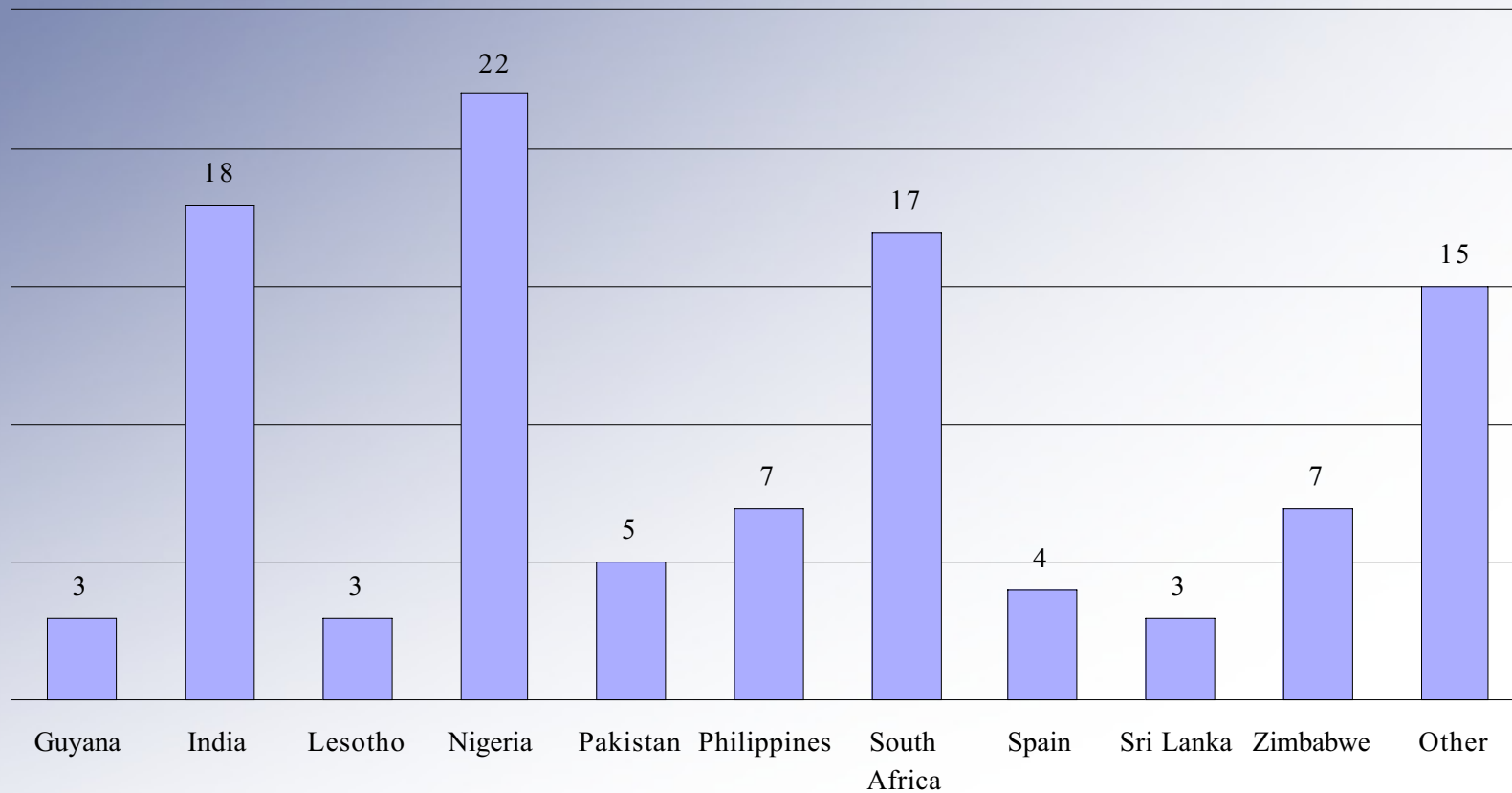
As part of the project 104 IRN's were surveyed to establish the following:

- Their country of origin
- What their position was in their own country
- Their experiences with the NMC
- Whether they worked in the NHS or the Independent Sector
- The job they currently do in this country
- How long they intended to stay in this country

The results showed the following:

- That there had been an increase in nurses from India and Pakistan
- Most of the IRN's worked for the Independent Sector
- After 3 years the IRN's found work in the NHS
- Nurses working in the Independent Sector did not find it easy to get onto adaptation courses thus had to wait longer to gain their registration
- Most of the nurses intended to stay in this country for at least 2 years
- Most of the nurses skills were not being utilised
- Cultural barriers

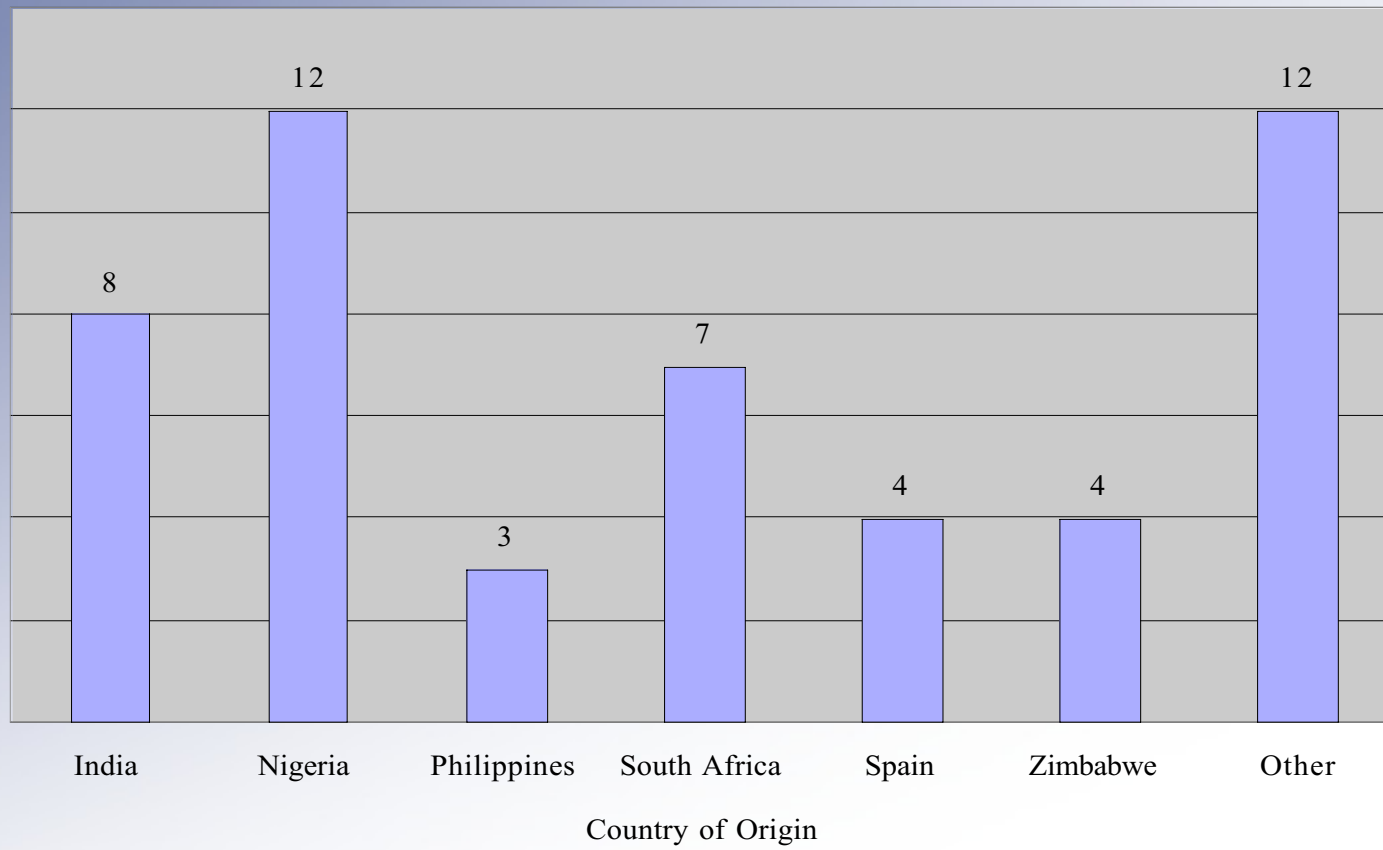




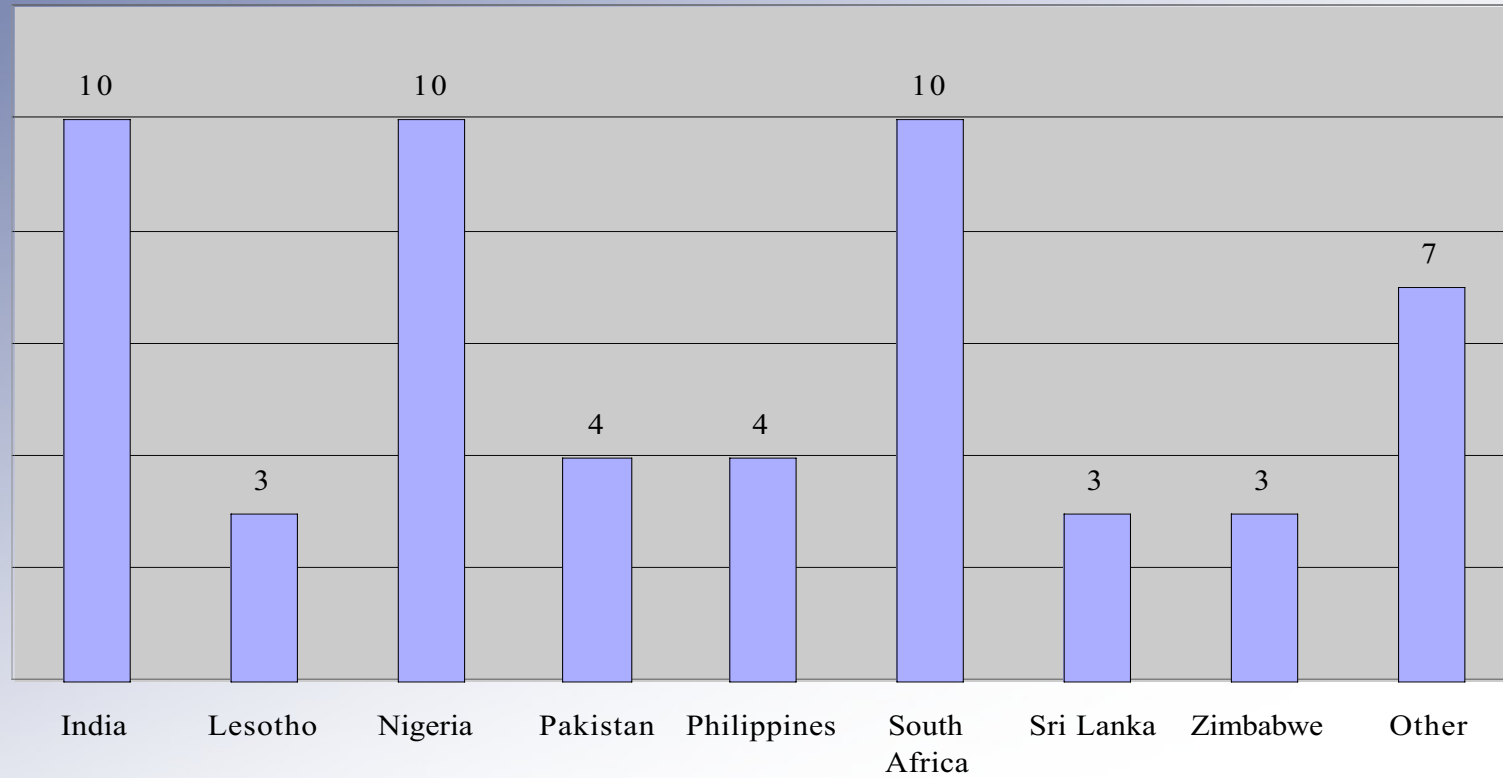
Country of Origin - Overall

Country of Origin

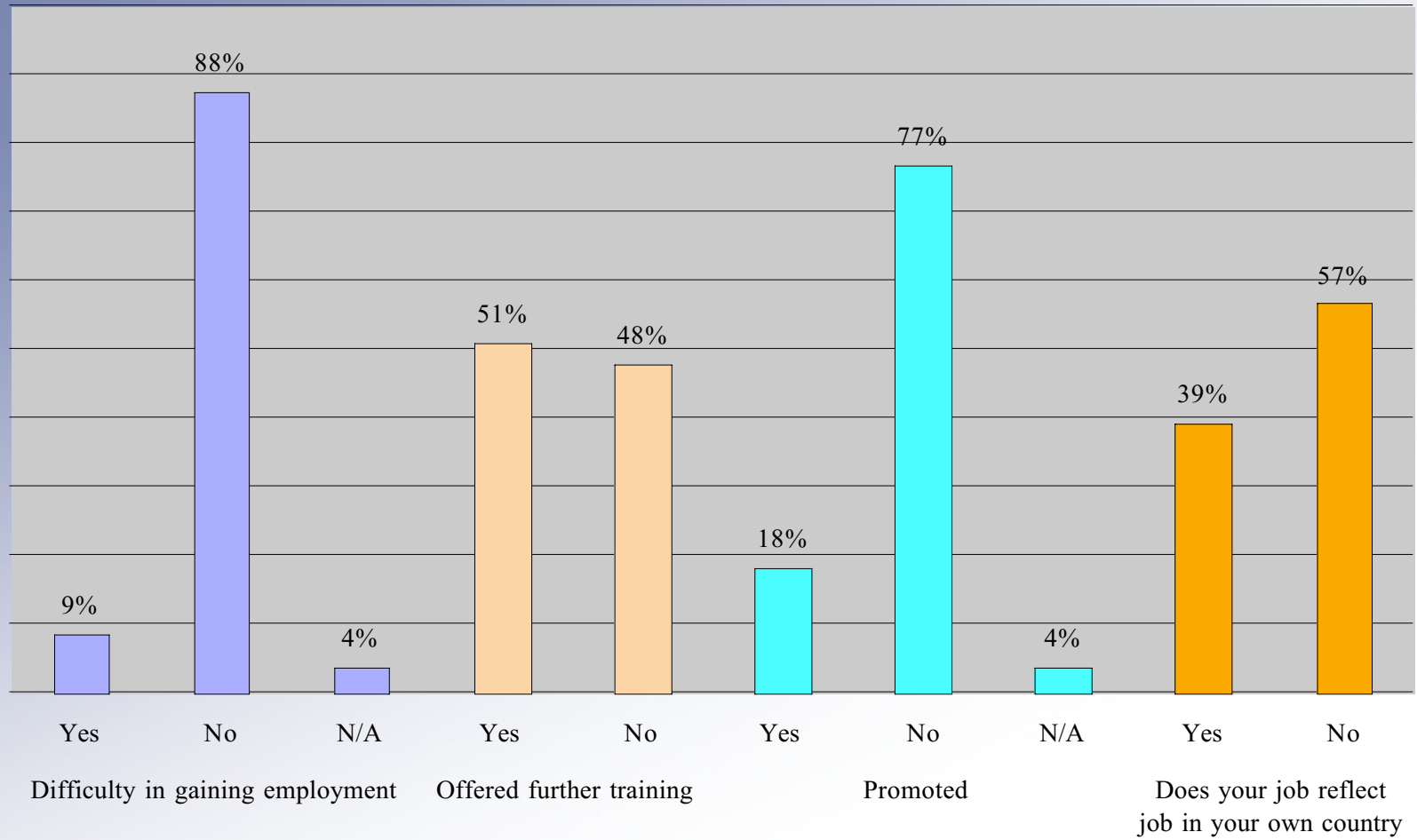
Country of Origin NHS

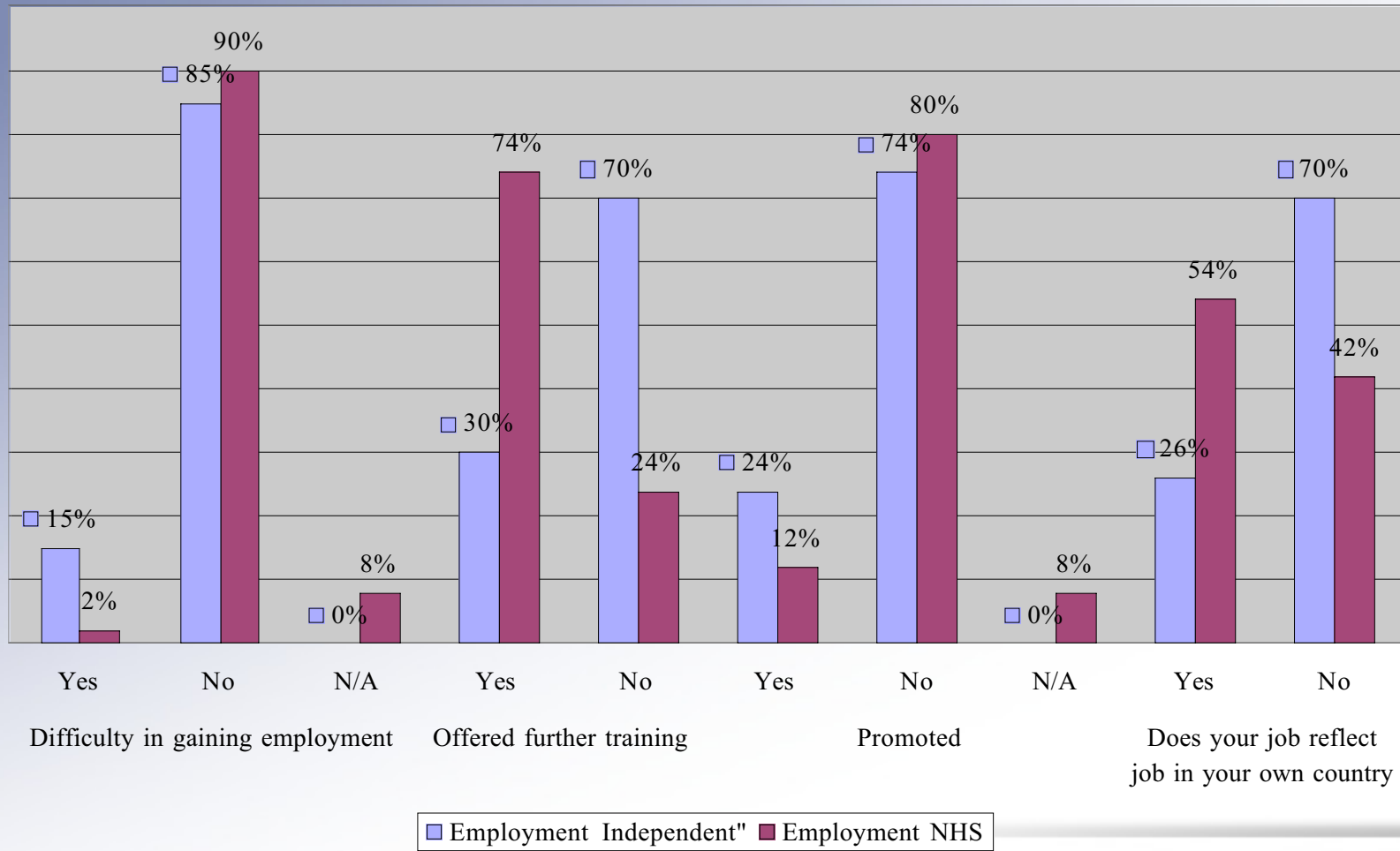


Country of origin Independent Sector

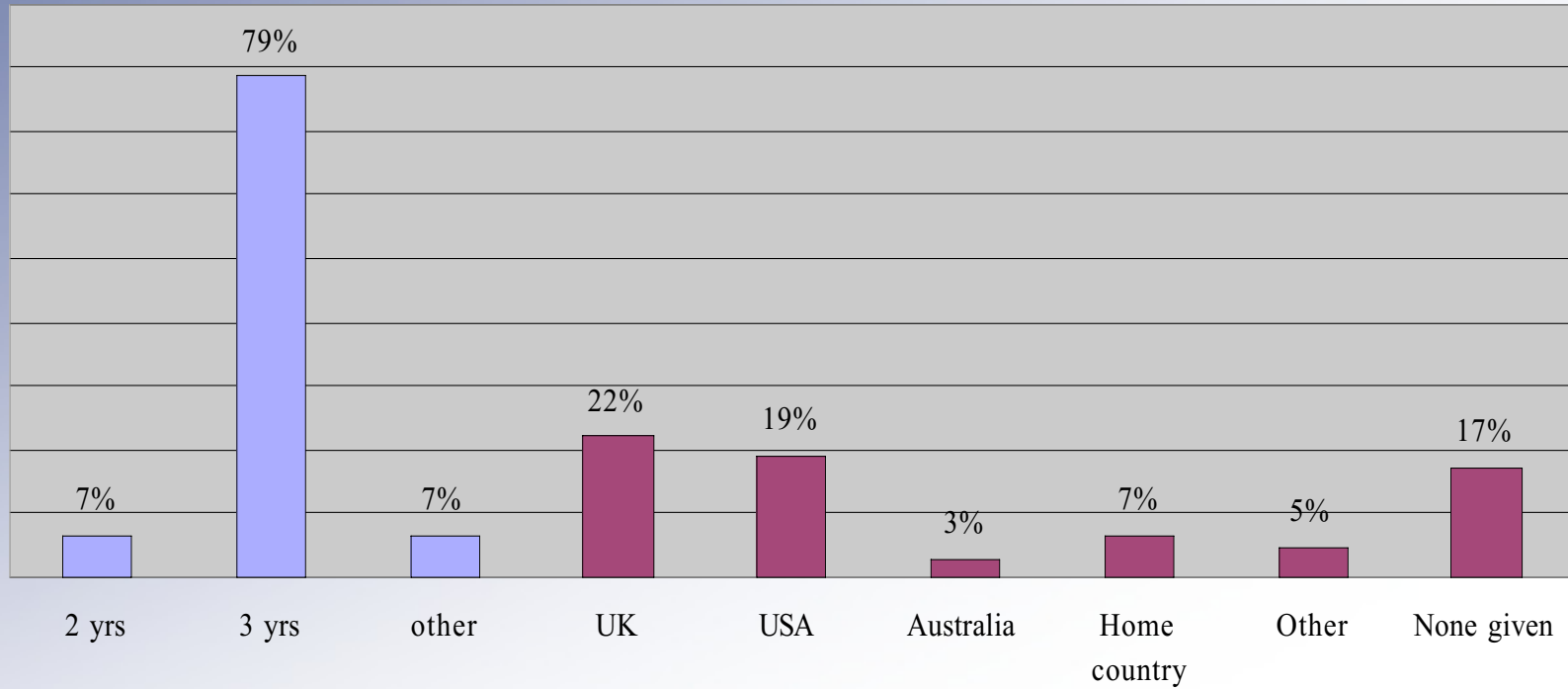


Country of origin for Independent Sector





### Length of Stay



How long do you intend to stay in this country

Country of preference to work in

The greatest success of the project has been the development of the Learning Representatives.

The mentoring course has been a great success resulting in many of the IRN's becoming Learning Representatives.

## Problems

- The life skills courses – 3 years residency before eligible for course
- IRN's afraid to come forward to join the project

## In conclusion

The project has been very successful for the following reasons:

- Many IRN's have benefited from being linked to Learning Representatives
- The profile of the plight of IRN's has been raised
- Increase in Learning Representatives
- A better understanding from employers about the needs of IRN's

The Project also highlighted the bullying and harassment which is prevalent in the workplace

## The Next Stage

The RCN is committed to encouraging Learning Representatives to attend mentoring courses

Through the Learning Representatives the RCN will continue to support the IRN's

Continue to lobby Government about the plight of IRN's

To continue to raise the profile of IRN's throughout the UK