

# International Nurses in the UK

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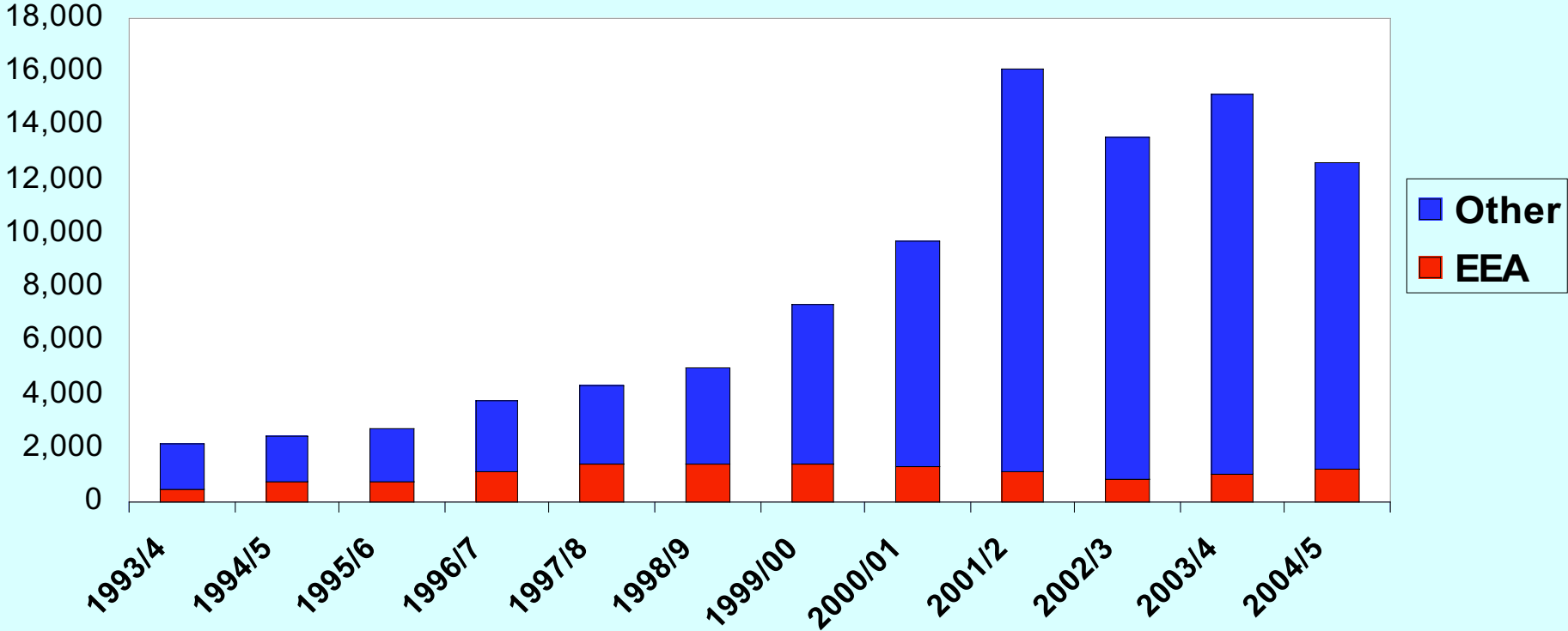
# International nurses in the UK

- Trends in inflow of nurses health professionals to UK
- Their attitudes and career plans
- Key Challenges and Policy Recommendations

# International nurses in the UK

- UK highly reliant on international nurses- approx 40-50% of all new nurses in recent years; main sources- Philippines, India, Australia, South Africa
- Most healthcare employment is in national Health Service (NHS); NHS has policy of active international recruitment,; also has Code of Conduct for International Recruitment

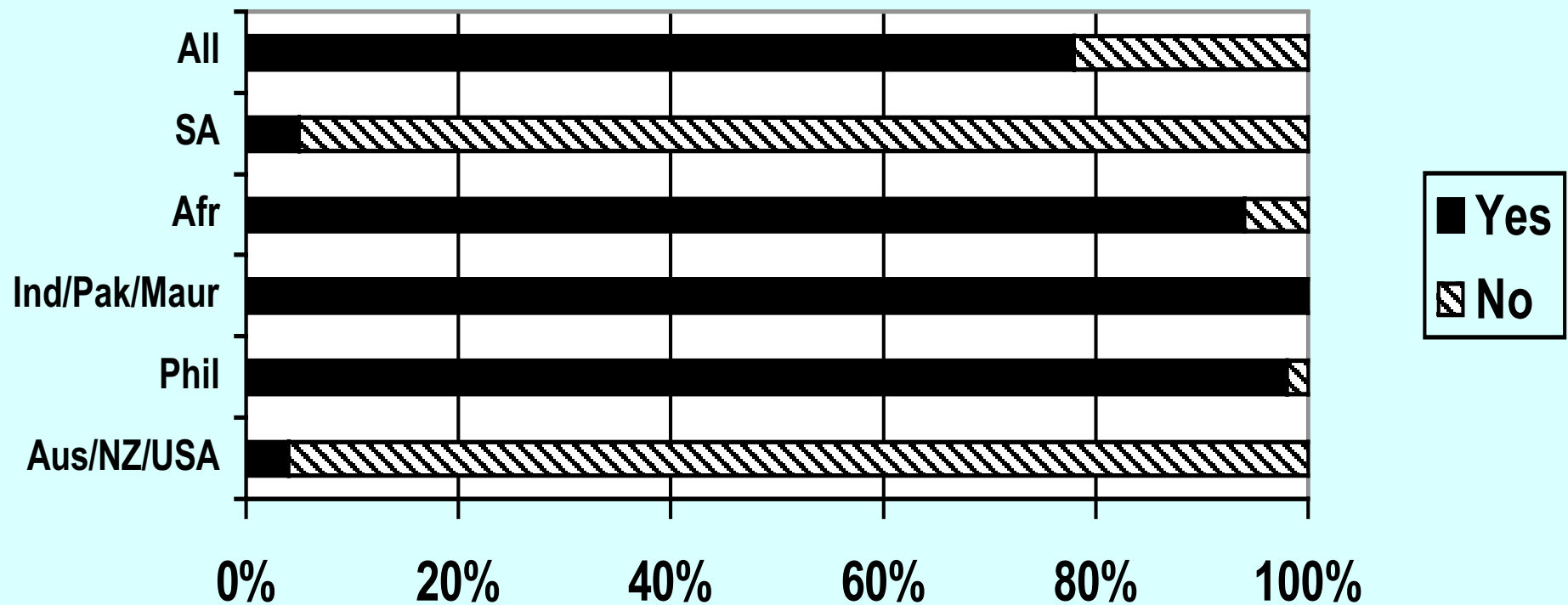
# No. of new full nurse registrants from European Economic Area (EEA), and “other” countries 1993-2005



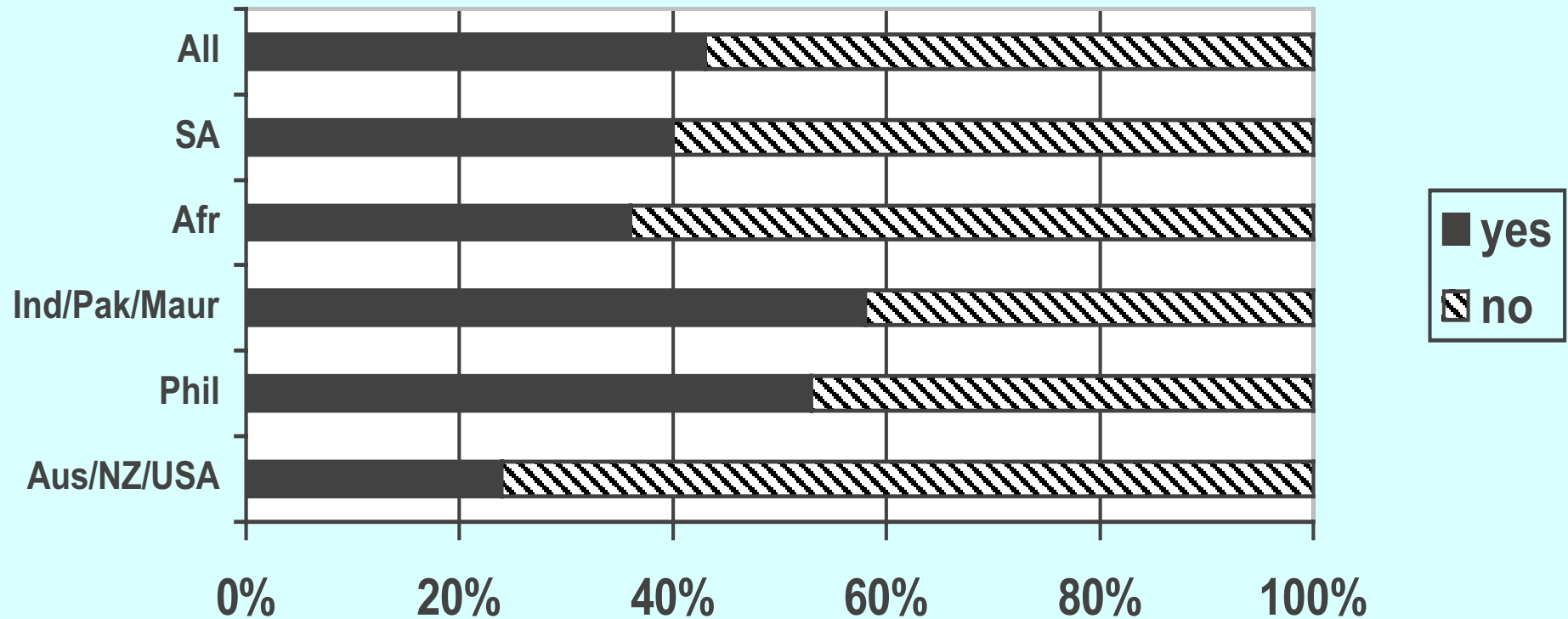
# Survey of London based international nurses

- 380 responses to postal questionnaire; members of Royal College of Nursing [40% response rate]
- Main source countries- Philippines, India, South Africa, other African countries
- All had begun work as a nurse in UK within two year period prior to the survey (December 2004)

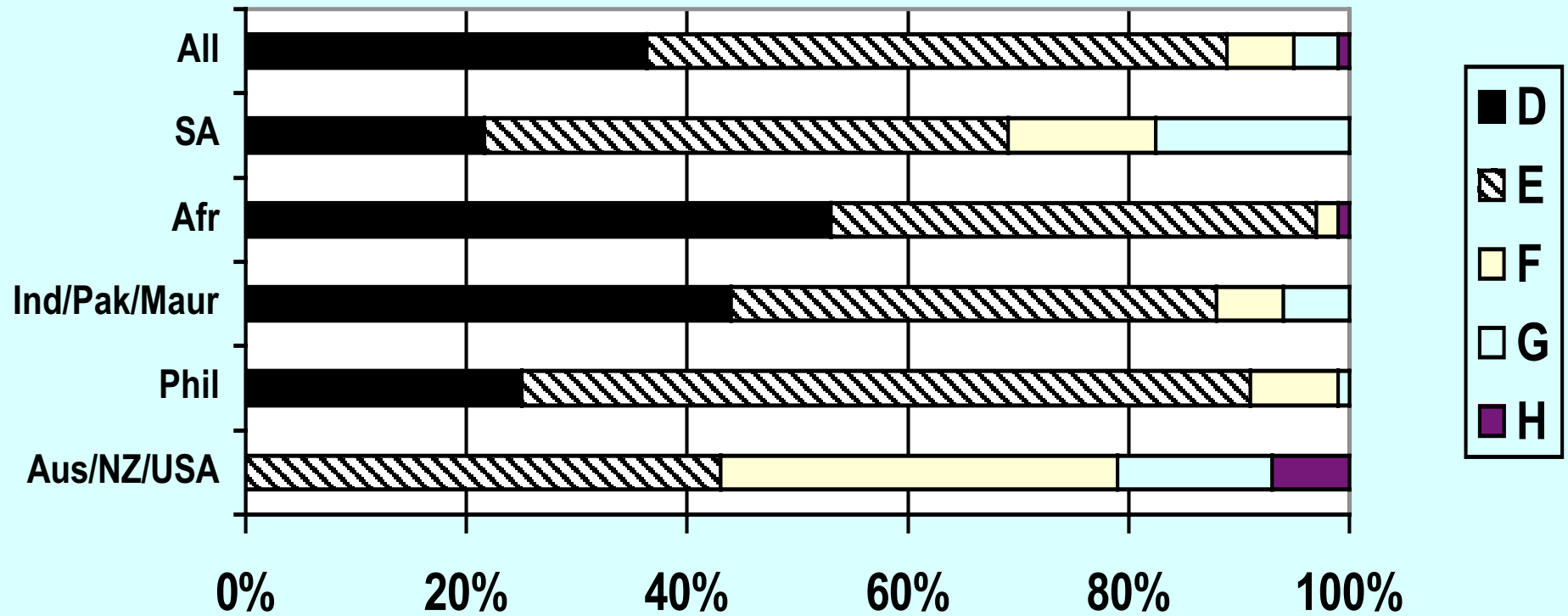
# Supervised practice/adaptation required?



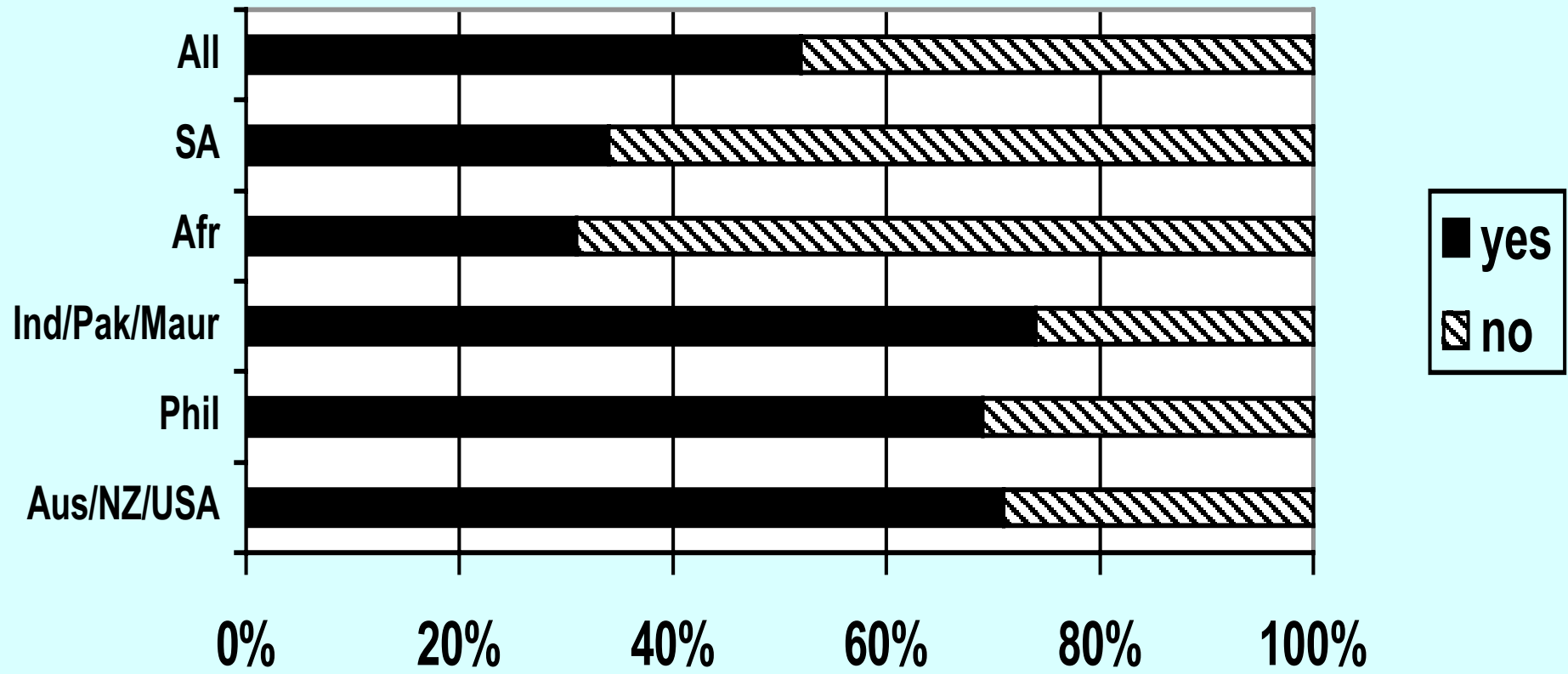
# Is current employer your first UK employer?



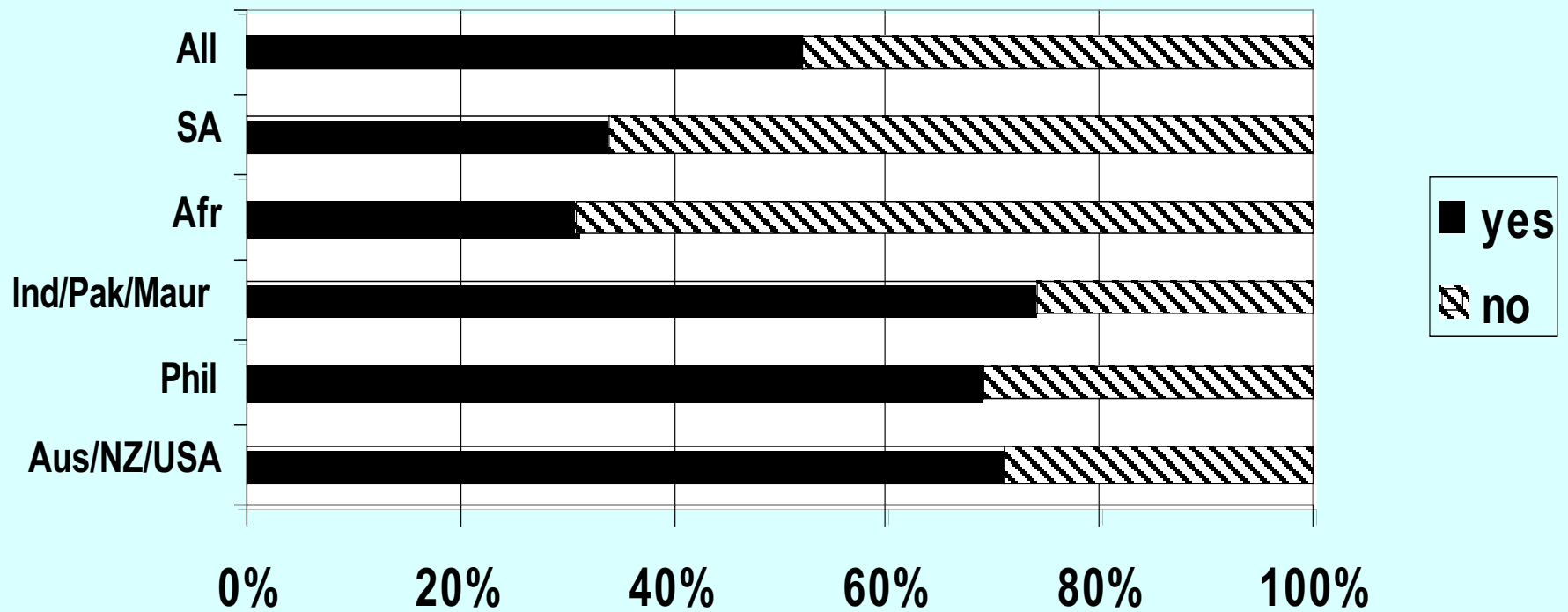
# Current clinical grade



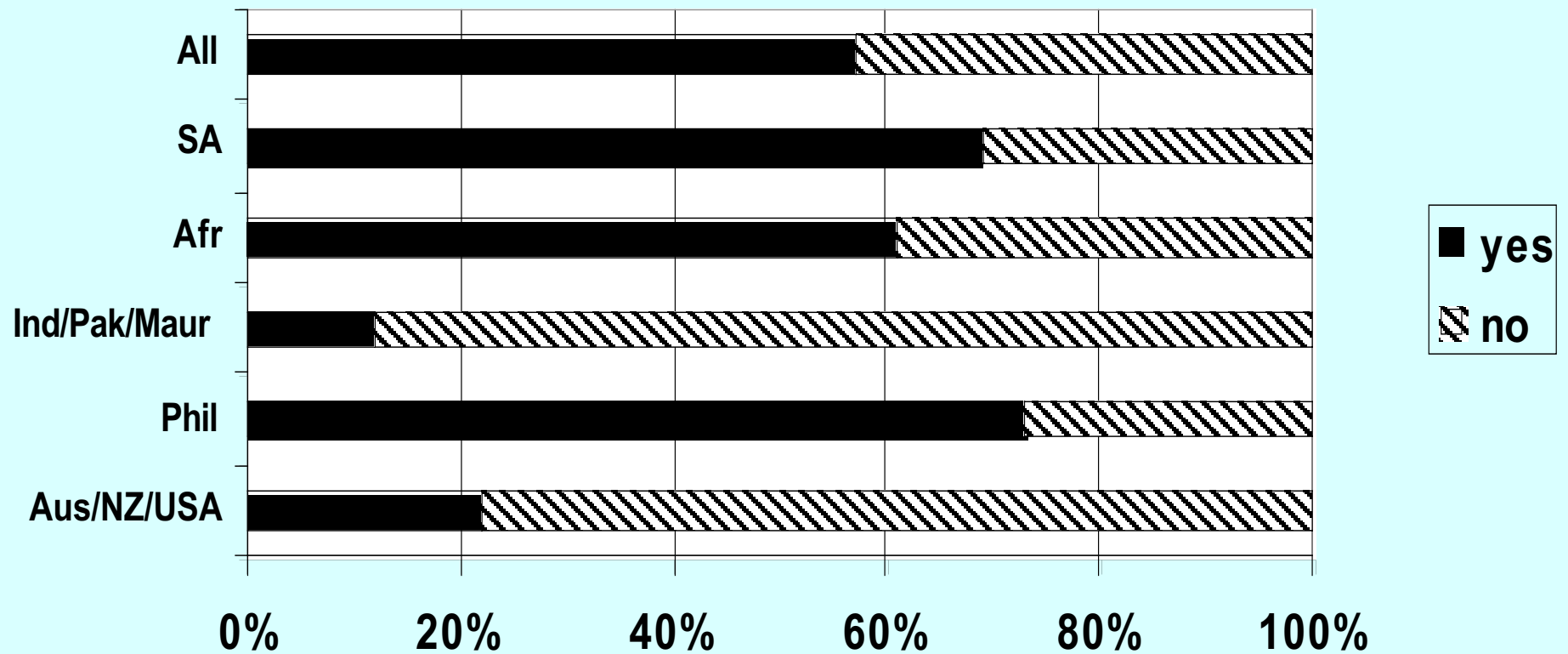
# Clinical grade appropriate to responsibilities?



# Do you think you are fairly paid?



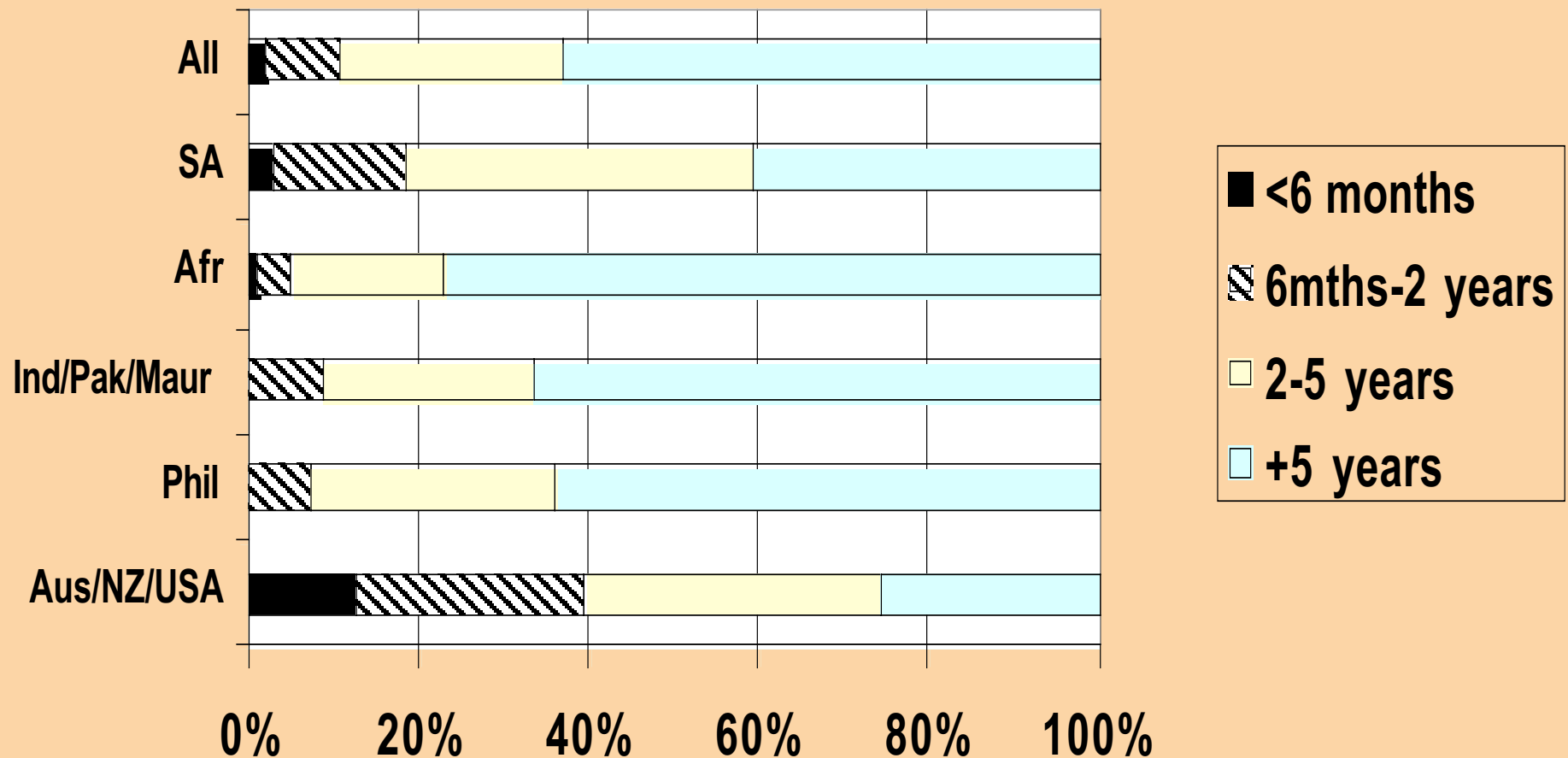
# Do you regularly remit money home?



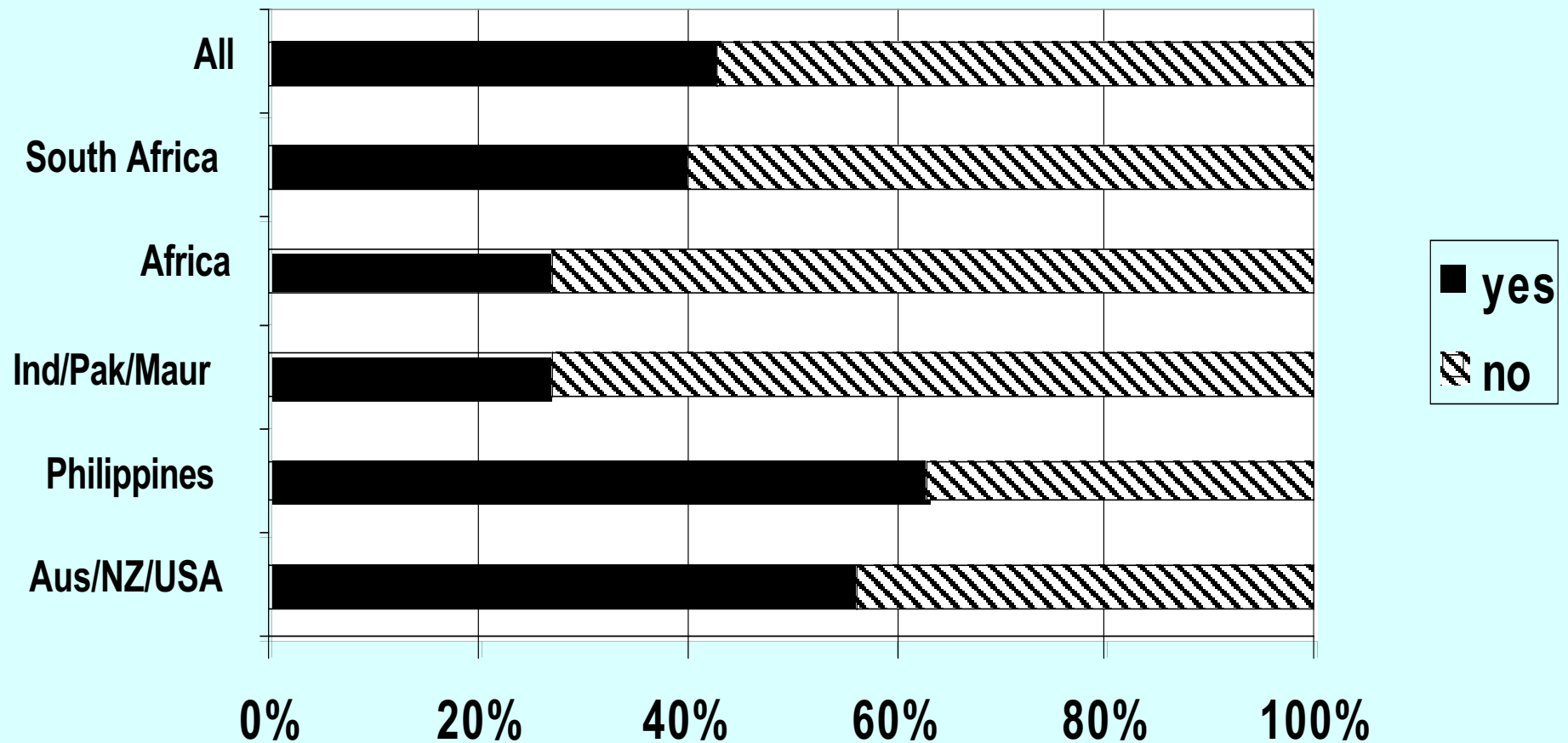
# Other issues..

- Reports of misleading/inaccurate information provided by some recruitment agencies
- Reports of racism (patients/ other staff)
- Reports of career blockages

# How long do you plan to stay in the UK?



# Are you thinking of moving to another country?



# Key challenges

- **Supporting a diverse workforce**
- **Recruiting Ethically?**
- **Competing Internationally**

# Policy Recommendations

- **Improved monitoring of numbers, locations and flows of international nurses**
- **Provision of sufficient adaptation places for international nurses in the UK**
- **Provision of personal development plans to all international nurses**
- **“Equality proofing” of implementation of Agenda for Change**
- **Support and encouragement for international nurses who are planning to “return”**
- **An assessment of the impact of the Department of Health Code**

# Reference

- Buchan J, Jobanputra R, Gough P, Hutt R (2005) Internationally recruited nurses in London: Profile and implications for policy. Kings Fund. London

The full report is available for free downloading from the Kings Fund website:

<http://www.kingsfund.org.uk/resources/publications/internationally.html>