

International Nurses in the UK

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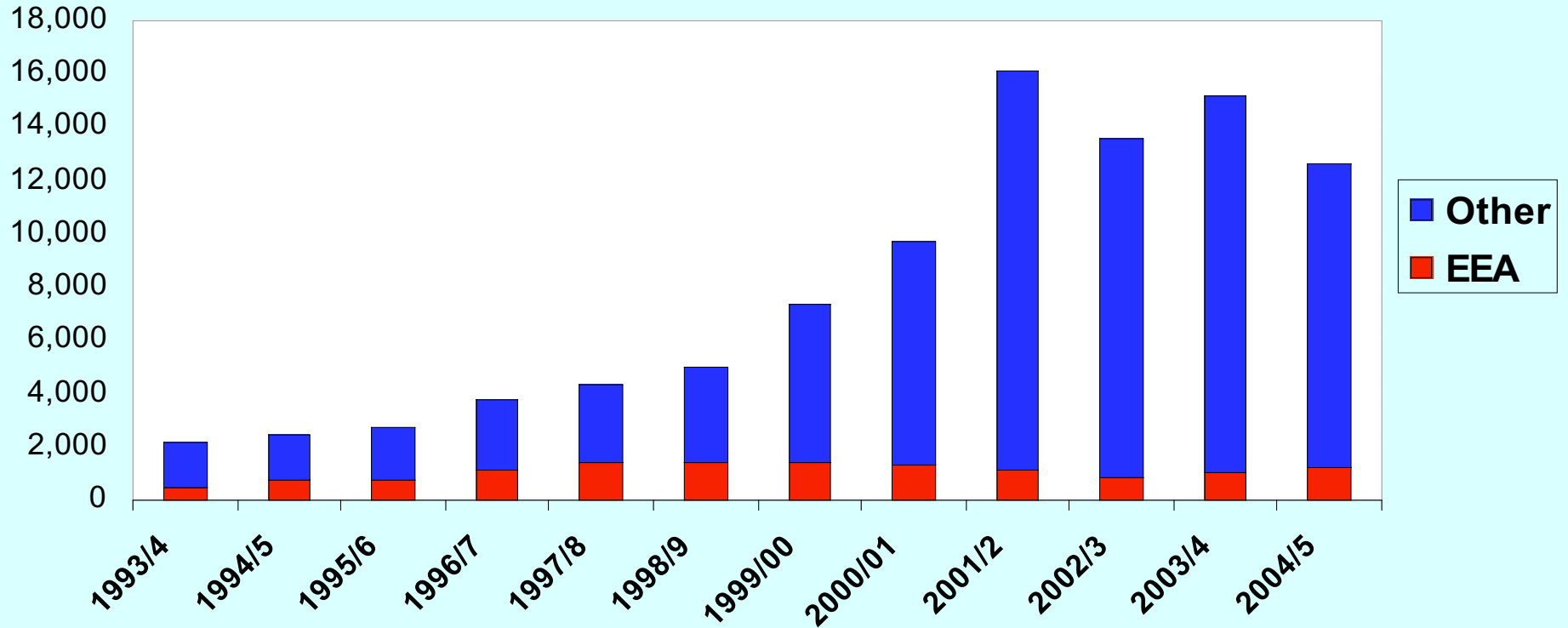
International nurses in the UK

- 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

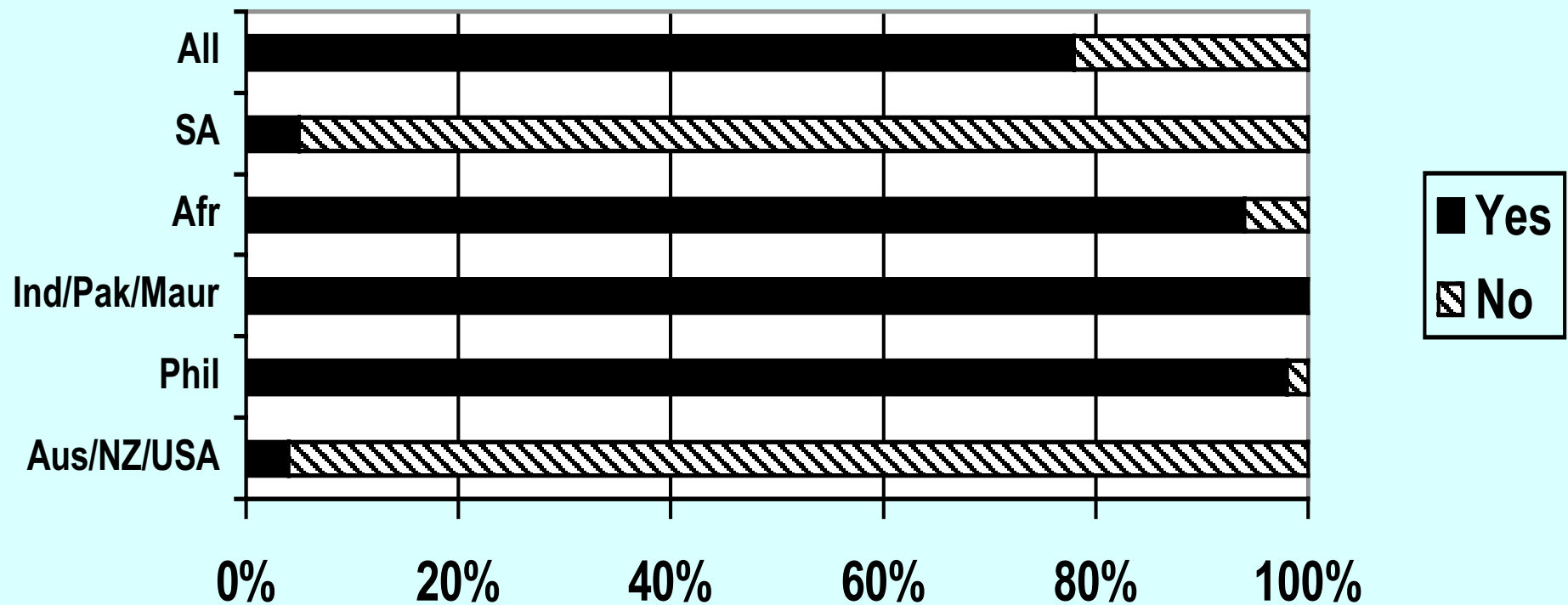
No. of new full nurse registrants from European Economic Area (EEA), and “other” countries 1993-2005



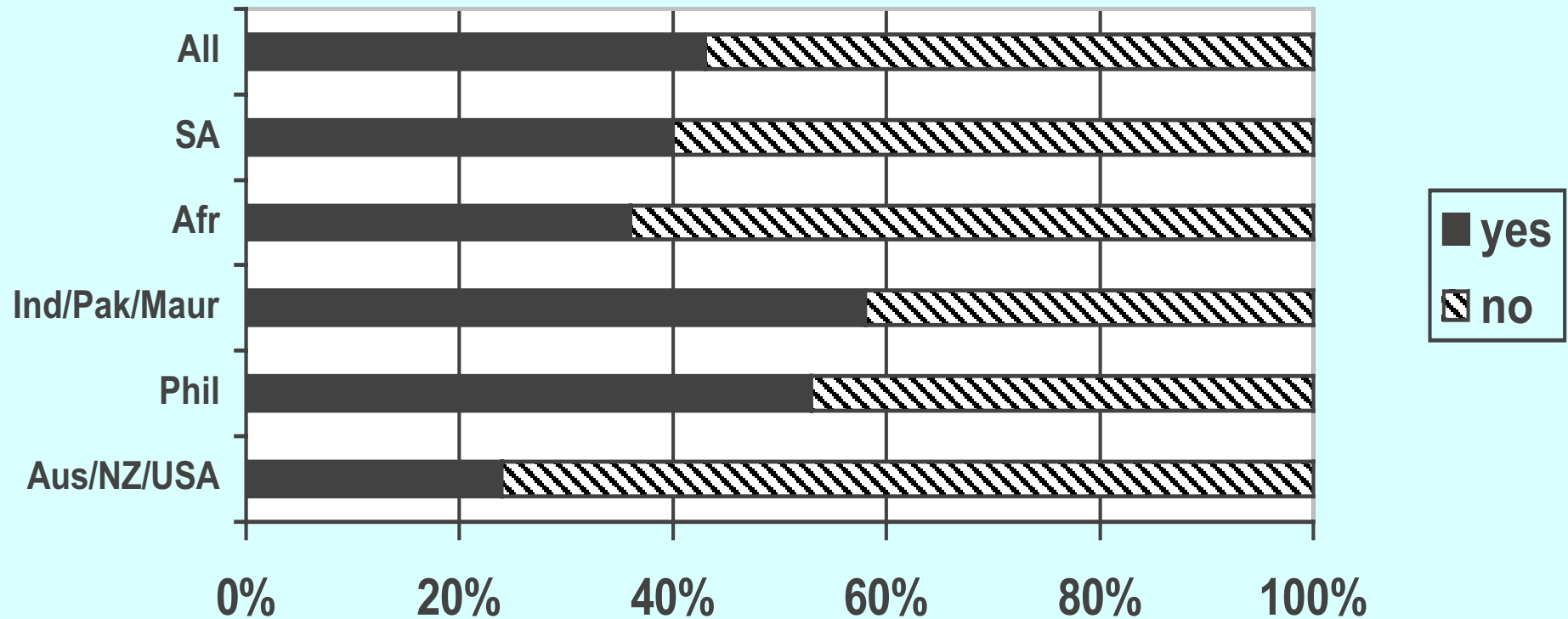
Survey of London based international nurses

- 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)

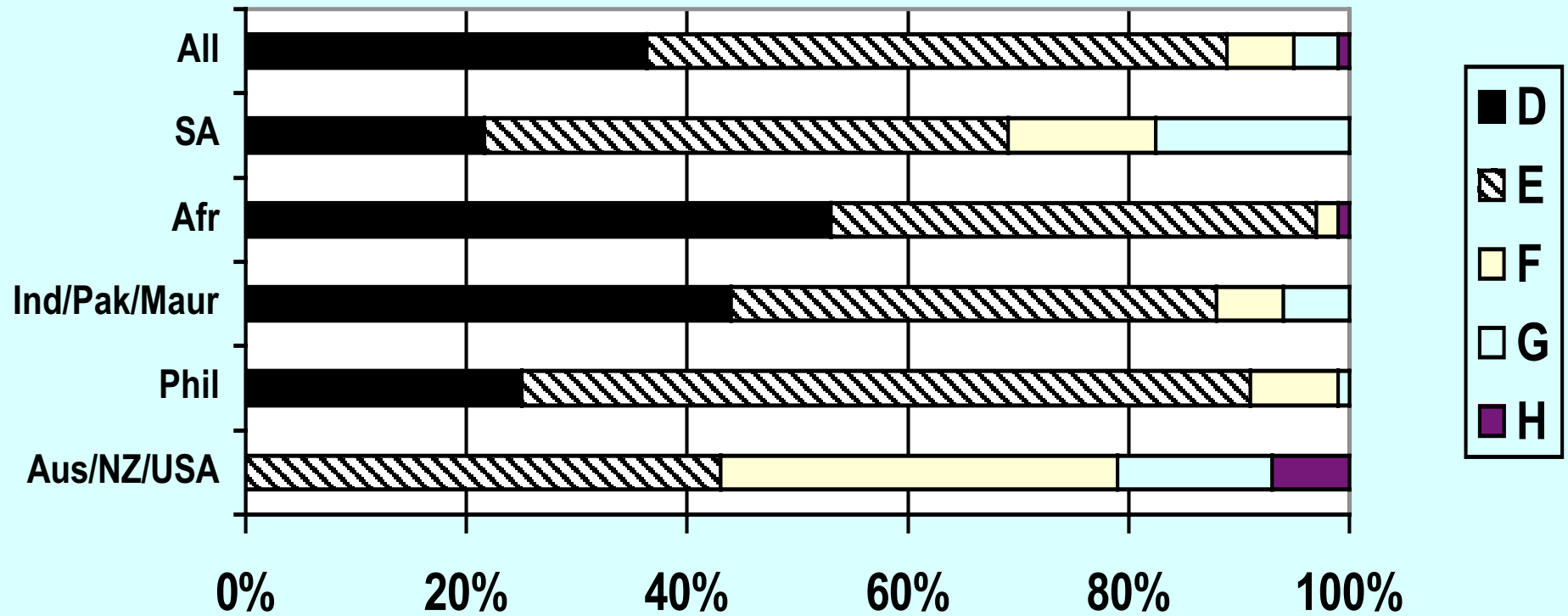
Supervised practice/adaptation required?



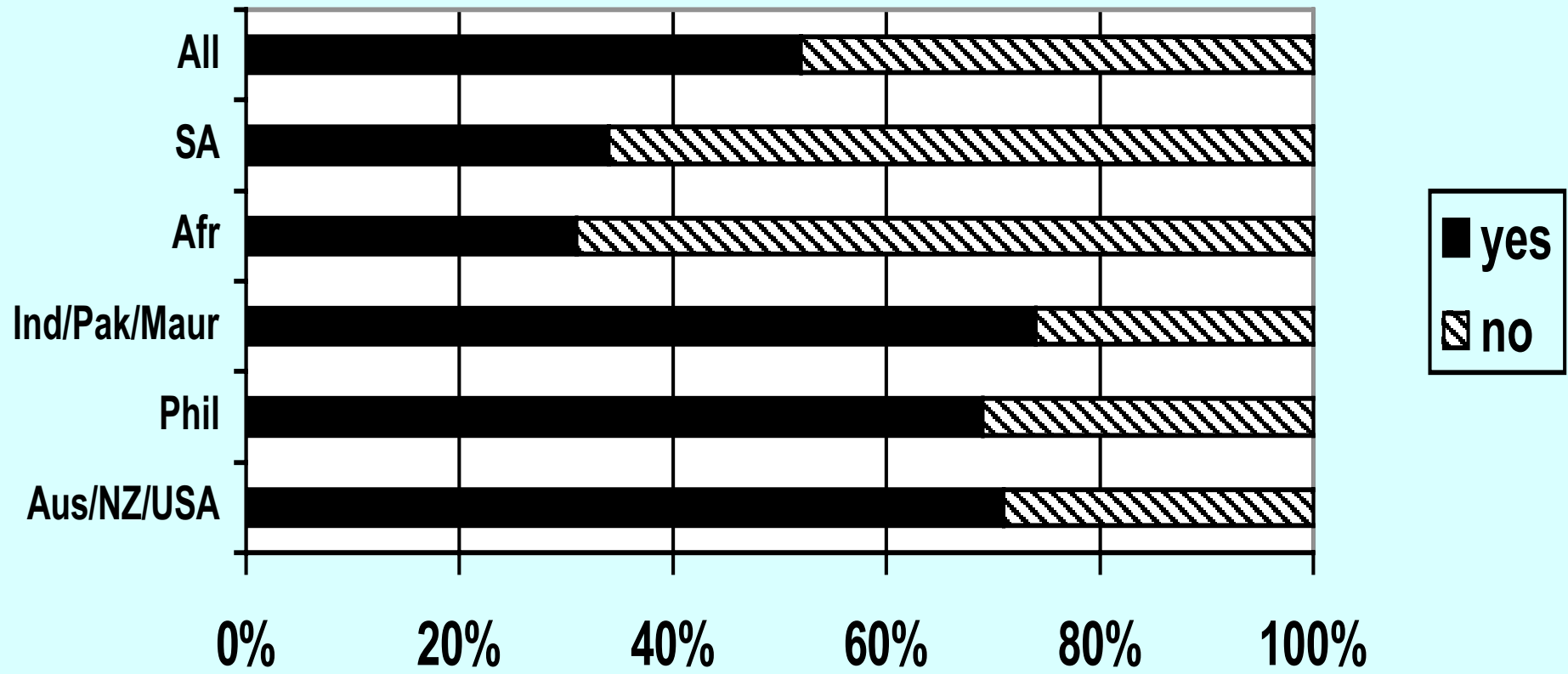
Is current employer your first UK employer?



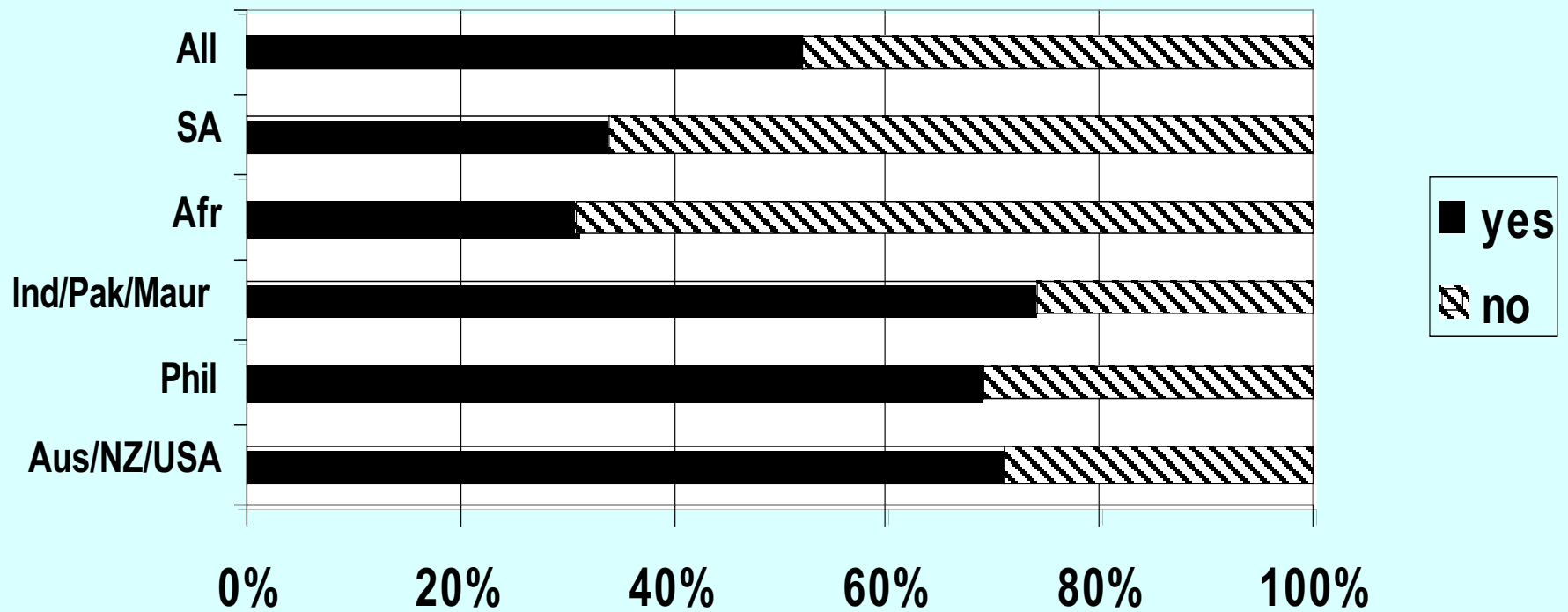
Current clinical grade



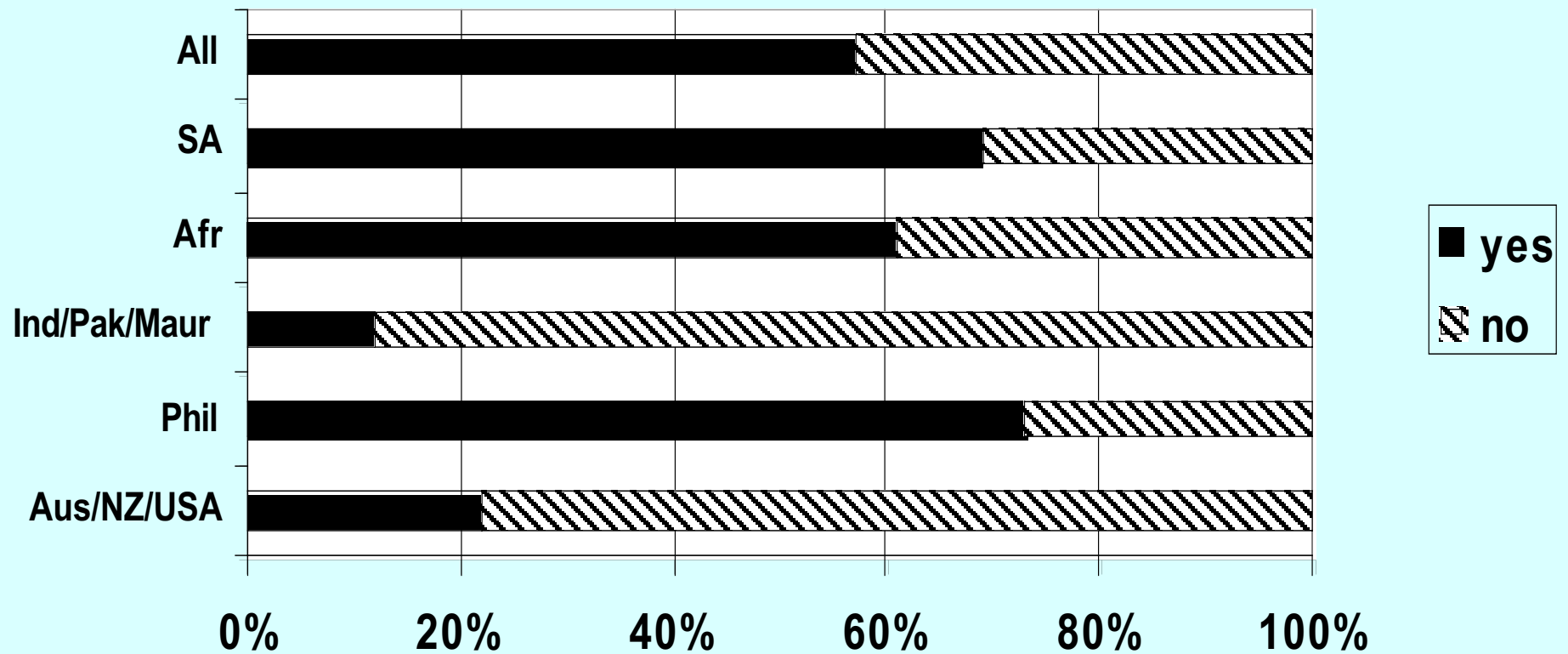
Clinical grade appropriate to responsibilities?



Do you think you are fairly paid?



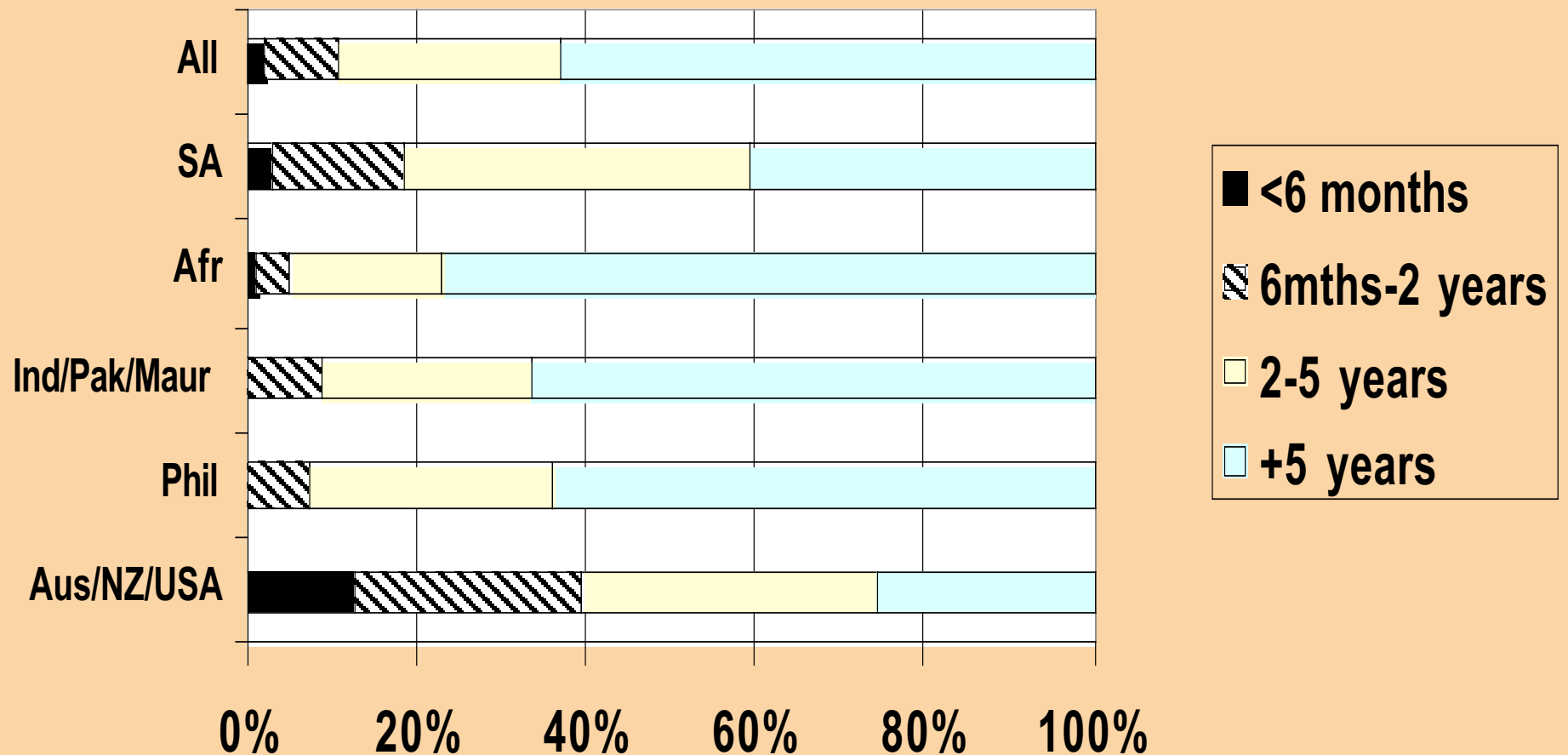
Do you regularly remit money home?



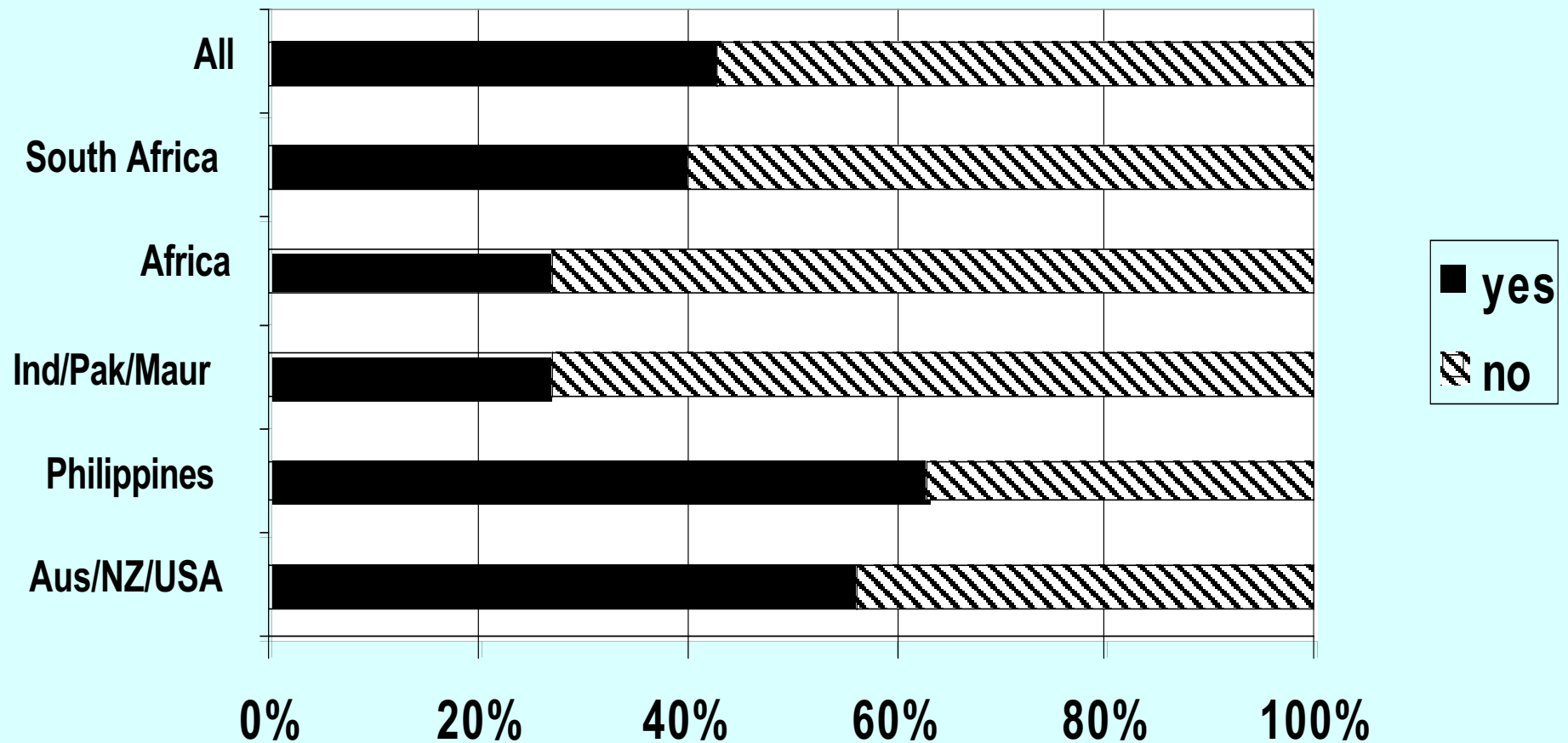
Other issues..

- 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>