



representing independent healthcare





Issues and Challenges of integrating the international nurse

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OBJECTIVES

- **What does the acute independent sector look like?**
- **What are the key drivers for the employer?**
- **What are the clinical drivers for the nurse?**
- **The Independent Sector Treatment Centres and the Additionality Agenda**
- **The Education and Training Agenda**

DESCRIBING THE ACUTE INDEPENDENT HEALTHCARE SECTOR



- **272 Acute Hospitals**
- **188 Mental Health Hospitals**
- **260 registered private doctors (mostly GPs), 300 single speciality services (e.g. IVF, Dialysis), 1000 non-clinical services (non-surgical lasers, intense pulsed light, type 3 hyperbaric chambers)**
- **Healthcare Commission from 2006 will expect to regulate between 2000 – 11000 new establishments: non-surgical cosmetic procedures**

TRENDS



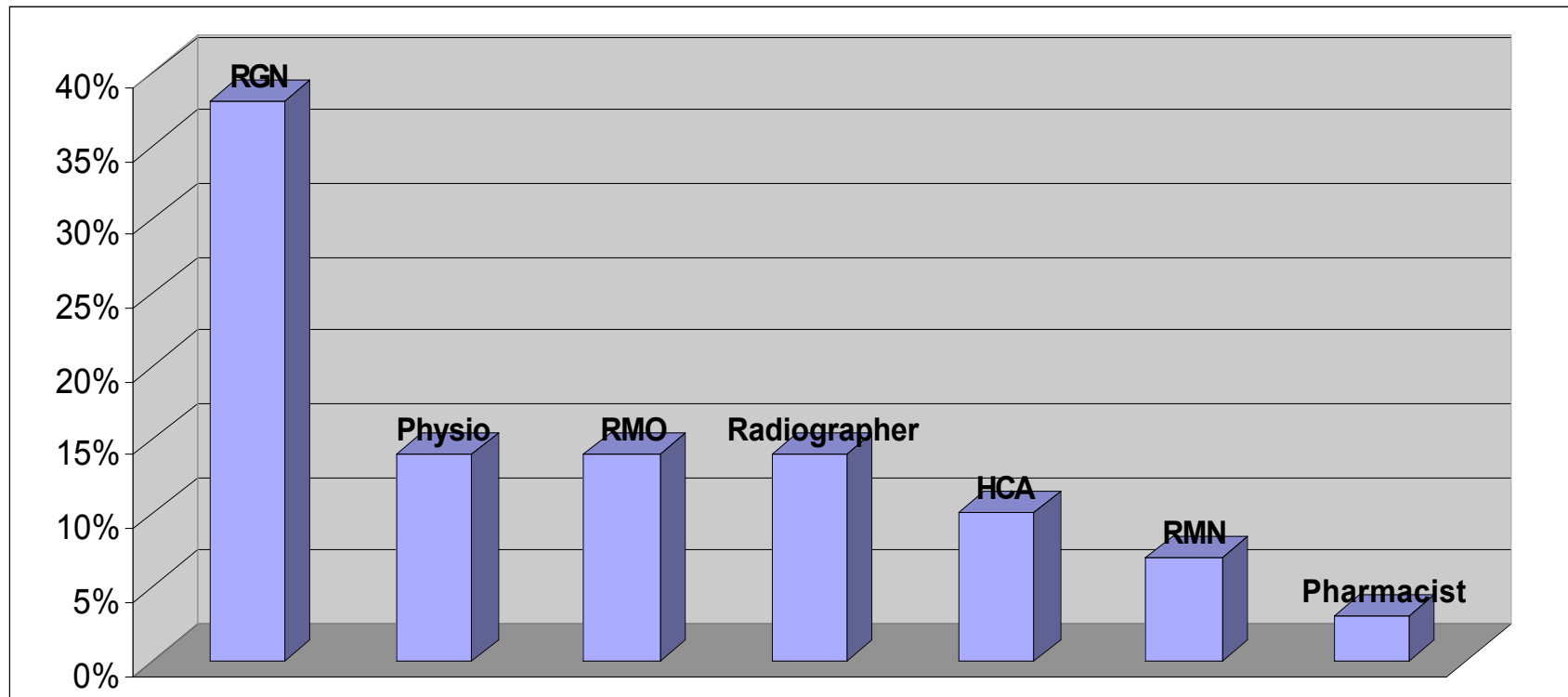
- **Increasing integration of NHS and independent health sectors:**
- **NHS funded acute care provided by independent sector set to increase from 14% (2004) to 44% (2010)**
- **Independent sector mental health activity set to grow by over 30%**
- **Out of Hospital White Paper**

Private Healthcare Continues to be the Main Part of the Business



- **Certainty of Consultant Care**
- **Certainty of Privacy**
- **Certainty of personalised care in a safe robustly regulated environment**
- **Chambers of excellence**
- **Niche markets such as Fertility Treatment, Occupational Health Services and Cosmetic Surgery, Eating Disorders**

CATEGORIES OF STAFF RECRUITED FROM ABROAD



The Reliance of the Sector on International Recruitment



- **The independent sector has been active in recruiting from overseas**
- **The situation has changed with the 'Nursing & Midwifery overseas' programme leading to registration in the UK**
- **In addition the financial cutbacks in the NHS**

International Recruitment

The Facts



- One in 12 nurses in the UK comes from abroad
- More than one in nine nurses recruited from abroad comes from outside Europe, with the Philippines, South Africa and Australia providing the bulk of recruits
- The independent sector is the largest employer of nurses recruited from abroad
- Nurses recruited from abroad tend to work mostly as D grades
- Concentrations of nurses recruited from abroad are highest in London and the South East, reflecting shortage hotspots

Ref: Here to stay? International Nurses in the UK
www.rcn.org.uk/professional/publications

Professor James Buchan

Developing Relationships Built on Collaboration and Co-operation



- **Wave 1 Contracts – Additionality Clause extremely robust**
- **Wave 2 Contracts – Awaiting to hear how the Additionality Clause looks like in the future**
- **Ensuring collaboration and jointly managing risks**
- **Working with the NHS Employers and the Unions**

Setting up Strong Communication Links regarding the right setting



- **Clarity is critical at the beginning**
- **Trust & confidence produces results for the international recruit**
- **Building on strengths and weaknesses of NHS and Independent providers to achieve outcome required – Right setting**
- **Ownership of the agenda**

Sharing Good Practice



Clinical Education & Training Advisory Group



- **Progress and monitor the ‘pledge of assistance’ offered to the Department of Health for the provision of Clinical (Practice) placements.**
- **Share examples of best practice in education and training within, and for, the independent sector.**
- **Take the lead in visioning the future independent sector workforce and the educational needs which partner this.**
- **Influence members of the healthcare sectors by using strategies that promote wider involvement in the development and delivery of healthcare education.**
- **Take every opportunity to raise the profile of the independent sector within the public sector and other professional organisations.**
- **Establish robust working relationships with learning and professional organisations to facilitate best practice and equal opportunities.**
- **Sub group currently established to take forward issues with Adaptation courses in conjunction with the Nursing and Midwifery Council**

Supervised Practice Programme for Internationally Qualified Nurses



- **Produced by the Clinical Education & Training Advisory Group in association with the Registered Nursing Homes Association (RNHA), English Community Care Association and VOICES**
- **Purpose is to promote high standards in the recruitment and employment of nurses from abroad**

Content



- **Independent sector employers will be aware of the sensitivities of targeting countries which cannot support large scale targeted nurse recruitment**
- **Independent sector employers will not use recruitment agencies that levy charges to applicants**
- **Nurses and Allied Health Professionals**
- **Now working with Resident Medical Officers – MoU with the South African Government, Managed Migration & CPD Framework**
- **Referred to in the document – must only use those on the Department website**

Best Practice



- **Clinical Education Audit Measurement Tool**
- **Learning Outcome**
- **Supervised Learning contract**
- **Understanding of the Language**
- **Education audits are conducted in each clinical area where supervised practice nurses are placed**
- **Audit criteria for Acute, Mental Health and Long-term care**
- **Assessment of competencies**
- **Assessment of Administration of Medicines by a Qualified Nurse**

Work Permits



- **Work Permits (UK), who administer the work permit arrangements within Great Britain, will require documentation clearly stating that the hospital or nursing home wishing to employ a nurse undertaking an NMC overseas' programme, has been accredited in order to be able to give the relevant training and the number of places they are allowed at any one time.**
- **Collaboration with Higher Education Institutes**

Collaboration with Work Permits

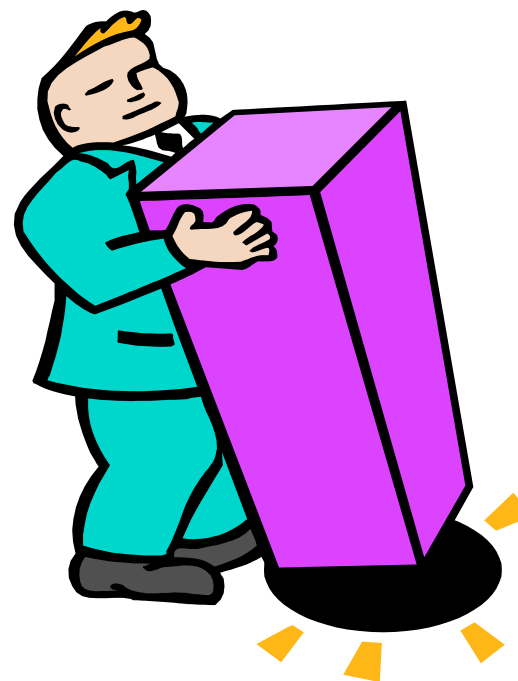
- Healthcare Advisory Panel
- Quickly identifying & responding to emerging skills shortages and issues relevant to the sector
- Currently reviewing Work Permits Shortage Occupation List
- Changing immigration status in the UK

Addressing Poor Practice



Loopholes continue to be identified

- **Senior Carer**
- **Student Visas**
- **Agencies promising solutions to recruitment issues**



And Our Journey Continues.....

