

# Issues and challenges of integrating the international nurse: the employer perspective

Sian Thomas, Deputy Director  
NHS Employers

# NHS Employers

Taken over much of the NHS HR agenda from  
Department of Health

Part of the Confederation but distinct governance

The 'voice' of employers on HR issues

Negotiating on behalf of employers, representing  
employers, supporting employers and **promoting  
the NHS as an employer**

# The international recruitment opportunity

Significant impact on hospital in terms of –

Filling vacancies in certain geographical areas or grades with recognised shortages.

Mentors for more junior staff

Good retention

# Issues for employers

Burden of administration – time-consuming and expensive

Communicating with existing staff

Effective induction

Preparing local community – PR, building links with ethnic minority groups

# Induction

Sound and comprehensive induction that covers professional and domestic issues including –

- the NHS
- employment benefits
- trust policies and procedures – eg sick leave
- living in England
- clinical induction

# Continuing professional development

Vital for retention –

- Personal development plans
- Mentors/buddies – professional and personal
- Pastoral care

# Realising the benefits

Handled properly and responsibly international recruitment is good for the NHS, good for the individual and good for the families of the individual -

- Significant numbers of new staff with one recruitment campaign
- Good retention – nurses often choose to bring their families over
- Innovation
- Contribution to achieving good healthcare outcomes for patients

# NHS Employers: a supporting role

Supporting employers interested in international recruitment

We organise and facilitate international recruitment networks and provide advice to employers on:

- ethical recruitment
- work permit applications
- registration issues
- service of recruits
- dealing with regulatory bodies.