

# International Recruitment in Community Nursing Conference

Friday 17th September 2021, 10-4pm via Zoom

## Delegate Guide



# International Recruitment in Community Nursing

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## Programme

**9.55am Registration via Zoom**

**10.00am Welcome and introductions**

Dr Crystal Oldman CBE, RN, RHV, Chief Executive, QNI

Esther Kirby MSc, RN, DN, QN, Community Nursing Project Manager, QNI

**10.05am NHS Employers International Recruitment toolkit: a how-to guide for IR**

Vickie Hage, Programme Lead – International and Domestic Workforce Supply, NHS Employers

**10.30am The International Recruitment Programme**

Duncan Burton, RN, Deputy Chief Nursing Officer – Workforce & Maternity Operations, NHS England and NHS Improvement

**11am Break**

**11.15am Breakout sessions**

**Objective Structured Clinical Examination (OSCE) for Internationally Recruited Registered nurses in community services**

Zoe Rothwell, RN, International Recruitment Lead, Central London Community Healthcare NHS Trust

**How Solent have approached the challenge of driving for Internationally Recruited Registered nurses in community services**

Lisa Lee, RN, Quality and Service Manager, Solent NHS Trust and Jill Young, RN, Head of Quality and Professions

**How Norfolk and Waveney have approached the challenge of Induction for Internationally Recruited Registered Nurses in community services**

Neil Fisher, International Nurse Recruitment Programme Lead, Norfolk and Waveney Health and Care Partnership

**How Gloucestershire have approached the challenge of pastoral care for Internationally Recruited Registered Nurses in community services**

Hannah Williams, RN, DN, Deputy Director of Nursing and Quality, Deputy Director Infection Prevention and Control, Gloucestershire Health and Care NHS Foundation Trust (GHC)

**How Kent have approached the challenge of Engagement with Internationally Recruited Registered Nurses in community services**

Nicola Rutter, Acting Head of HR Services, Kent Community Health NHS Foundation Trust (KCHFT)

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**1pm**                    **Lunch break**

**2pm**                    **Panel discussion: Supporting Organisations with International Recruitment**

Esther Mwangi MSc, RN, DN, QN, Community Nursing International Recruitment Advisor, NHS England & NHS Improvement

Esther Kirby MSc, RN, DN , QN, Community Nursing Project Manager, QNI

Chair: Dr Crystal Oldman CBE, QNI Chief Executive

**3pm**                    **Break**

**3.15pm**                **The Community Nursing Plan**

Sam Sherrington RN, DN, Head of Community Nursing, Head of Year of the Nurse and Midwife 2020/21, NHS England and NHS Improvement

**3.45pm**                **Closing comments**

Dr Crystal Oldman CBE, RN, RHV, Chief Executive, QNI

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### Speaker biographies

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#### **Duncan Barton, RN, Deputy Chief Nursing Officer - Workforce & Maternity Operations, NHS England and NHS Improvement**

Duncan was appointed Deputy Chief Nursing Officer for England in April 2021, having previously been Regional Chief Nurse - South East, and Director of International Nurse Recruitment for NHS England/Improvement. Prior to this Duncan has held Director of Nursing roles at Frimley Health NHS Foundation Trust and Kingston Hospital NHS Foundation Trust. Prior to joining Kingston Hospital, Duncan was Deputy Chief Nurse at University College London Hospitals (UCLH), having held a number of posts at UCLH including Charge nurse within the acute admissions unit, Modern Matron for Infection & Pathology, Divisional Senior Nurse for Emergency Services and Head of Nursing for Medicine. He has also worked in respiratory medicine and neurology at the Royal United Hospital, Bath and trained to be a nurse at the University of Wales, Swansea.

Duncan holds a Bachelor of Nursing (Hons) degree and a master's degree in Healthcare Practice.

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#### **Neil Fisher, International Nurse Recruitment Programme Lead, Norfolk and Waveney Health and Care Partnership**

Neil joined the NHS in 2017 having worked in the recruitment industry for over 10 years. From his first day in the NHS he has tried to ensure that everything he does supports the clinical teams and leaders. He believes that good recruitment practices are a really valuable tool for managers looking to build teams that deliver safe and compassionate care and he is passionate about helping NHS organisations connect with people who share the same values. Over the last 6 months he has been focusing solely on international nursing recruitment which he believes is a project that has the potential to positively impact the lives of patients, colleagues, those he recruits and the wider healthcare economy.

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#### **Vicky Hage, Programme Lead - International and Domestic Workforce Supply, NHS Employers**

Vicky Hage is the Programme Lead for International and Domestic workforce supply with NHS Employers. Her role is to support NHS organisations with their ethical overseas and domestic recruitment efforts by overseeing the International Recruitment Toolkit, managing agencies on the Code of Practice, and promoting good practice of international and domestic recruitment across the NHS. She has previous experience supporting Welsh NHS organisations in Brexit preparedness efforts, including understanding the impacts the points-based immigration would have on the Welsh health and social care system.

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#### **Esther Kirby, MSc, RN, DN, QN, Community Nursing Project Manager**

Esther is a Registered Nurse with over three decades of working in Healthcare in various roles from clinical practice in District Nursing and palliative care to management and leadership positions before retiring in 2018 as a Chief Nurse and Director of Quality in the NHS. She is a King's Fund Top Managers Programme Alumni and holds a Master's Degree in Healthcare Improvement Leadership and an SPQ in District Nursing. She recently worked with Health Education England in health education transformation. Esther has a wealth of experience in governance and quality and has a particular interest in patient experience of health services and the effectiveness of interventions and treatments. She is very keen to use her experience to grow and develop leaders at all levels and support in whatever way she can by bringing her professional experience working in health care. Esther is also a Queen's Nurse.

Esther is a trustee of three charities, two in the North West supporting those affected by palliative and end of life and suicide prevention and education and one nationally offering vital support and help to those families affected by smell and taste loss.

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### **Lisa Lee, RN, Quality Service Manager, Solent NHSTrust**

Lisa has worked in the NHS for over 37 years working in both the community and the acute sector with most of the time within the acute sector. Lisa Joined Solent NHS Trust 6 years ago and has managed many diverse services delivering care to people in the community, expanding her knowledge and understanding of this speciality of nursing. Solent NHS Trust is in its infancy in international recruitment, and the Community Nurse Pilot is an excellent opportunity to allow for innovation and opportunity, to pave the way for international nurses to join community nursing teams within the UK.

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### **Esther Mwangi, MSc, RN, DN, QN, Community Nursing International Recruitment Advisor, NHS England & NHS Improvement**

Esther is a Specialist Practitioner District Nurse and Area Nursing Manager for CPFT NHS trust (currently on secondment at NHS E/I). She is a keen advocate for shared governance with nurses at the point of care as a mechanism for tackling workforce challenges. Recently as a CNO Nurse Fellow, she led the setup of a national Shared Decision-Making Council for Community Nursing which she continues to facilitate.

As an internationally recruited nurse from Kenya, Esther has found great success in transferring her skills acquired abroad into nursing in the NHS. She is working in collaboration with regions, trusts and NHS community organisations to share innovations and solutions to complex challenges and to develop and implement national strategies for community nursing international recruitment.

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### **Dr Crystal Oldman CBE, RN, RHV, Chief Executive, The QNI**

Dr Crystal Oldman joined the QNI in November 2012 as Chief Executive. Crystal worked in the NHS for 18 years, the majority of which was in the field of community nursing, working with some of the most deprived communities in west London. She has a passion for learning, teaching and research to support best practice and in 1994 joined Buckinghamshire New University as a senior lecturer, to develop a variety of community nursing programmes. Crystal enjoyed an academic career for a further 18 years, completing her Higher Education career as Dean of Enterprise and Business Management in the Faculty of Society & Health, where her role included the development of partnerships with external agencies to promote research and assist in workforce development. Crystal's interest in leadership and management inspired her doctoral studies into the knowledge, skills and attributes of middle managers and this research was completed in 2014. She is the Governing Body Nurse for Buckinghamshire CCG and was awarded a CBE in 2017 for services to community nursing and her leadership of the QNI.

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### **Zoe Rothwell, RN, International Recruitment Lead, Central London Community Healthcare NHSTrust**

Zoe began her career in the NHS in 2000 as a Healthcare support worker, qualifying as an Adult registered nurse in 2005. She has experience in the acute and community setting, working in a variety of roles. Specialising as a Tissue viability nurse in 2008, sparked Zoe's passion for teaching and training others to develop their practice.

Zoe joined the overseas development programme in 2017, as the Project Lead. Recruiting over 200 International recruits into the Community Setting. Providing Pastoral care support pre and post NMC registration. CLCH's successful OSCE preparation training programme has been extended to external NHS organisation with 100% pass rates achieved.

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### **Nicola Rutter, Acting Head of HR Services, Kent Community Health NHS Foundation Trust (KCHFT)**

Nicola is the Acting Head of HR services for KCHFT and looks after Employee Relations, Corporate business partnering, Recruitment and Temporary staffing.

She has worked in the NHS for 16 years' in various HR roles. Nicola holds a Master's degree in Human Resource Management and Postgraduate Certificate in Employment Law. She is also a Chartered member of the CIPD. As head of Recruitment, Nicola is the Lead for an international recruitment project at the Trust and has created a steering group and 4 workstreams focusing on recruitment, education and training, pastoral support and the arrival of international nurses.

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### **Sam Sherrington, RN, DN, Head of Community Nursing, Head of Year of the Nurse and Midwife 2020/21, NHS England and NHS Improvement**

Sam is a Registered Nurse, qualified Specialist Practitioner in the home, District Nursing and Nurse Prescriber. Sam is Head of Community Nursing and Head of Year of the Nurse and Midwife 2020 at NHS England and NHS Improvement, having spent a number of years in NHS England national team formerly as Head of Nursing and Midwifery Strategy within the Nursing Directorate and Head of Stakeholder and Cultural Transformation, Future Focused Finance within the Finance Directorate. Sam holds a number of national roles, including chair of Association for Prescribers UK and co-chair of European, UK and Ireland committee Prescribing Research in Medicines Management (PRIMM). Sam is well published and has won a number of awards, most notably 'The Eileen Steele Memorial Award for Caring'. Sam holds a MSc Nursing (Cancer), a post graduate Leadership and Management qualification, is a Top Directors NHS Leadership Academy graduate and is ILM level 7 Exec coach and mentor. She is a founding Director of Health and Education Cooperative. She is formerly a nurse board member for Trafford Clinical Commissioning Group, Greater Manchester and member of the National Association for Primary Care Executive. She also joined University of Surrey as an expert advisor to the national evaluation of independent prescribing by therapeutic radiographers and supplementary prescribing by dietitians.

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### **Hannah Williams, RN, DN, Deputy Director of Nursing and Quality, Deputy Director Infection Prevention and Control, Gloucestershire Health and Care NHSFT (GHC)**

Hannah qualified as a nurse in 1997 and subsequently gained experience in a number of nursing roles (neurology, general medicine and palliative care) and locations (Edinburgh, London and Bristol). Realising her passion was working in partnership with patients and families in their own environments, she qualified as a District Nurse in 2002, whilst working with Westminster Primary Care Trust. After a number of years of clinical practice, she gained commissioning experience within Public Health and latterly Gloucestershire Clinical Commissioning Group where she was the Senior Nurse for Community and Mental Health Quality, delivering improvements to end of life care in the county. She was subsequently shortlisted for an HSJ award in recognition of the co-productive approach to improvement work. Since August 2020, she has been the Deputy Director of Nursing, Quality and IPC at Gloucestershire Health and Care NHS Trust. Hannah is immensely proud of the resilience, compassion and professionalism that Gloucestershire community nurses have continued to demonstrate during COVID and firmly believes that these attributes are at the heart of our Pastoral Care offer to International Nurses.

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### **Jill Young, RN, Head of Quality and Professions, Solent NHSTrust**

Jill is a RN of 40 years' experience in NHS who commenced her career within the acute sector before joining Solent NHS Trust, a Community and Mental Health provider, in 2013. This period of her career has been so exciting and has enabled Jill to broaden her experience of community and primary care nursing. The International Community Nurse Pilot has enabled the Solent NHS team to focus on the development of a programme to support international nurses to transition to the UK and a community setting.

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