

# Community Nursing International Recruitment Pilot Programme

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NHS England and NHS Improvement



# Pilot sites, milestones and outputs

## Potential pilot sites

- Solent NHS Trust
- Kent and Sussex Community Trusts
- Gloucestershire Health and Care NHS Foundation Trust
- Norfolk and Waveney (N&W) Health & Care Partnership
- Central London Community Health Trust
- Hertfordshire and West Essex ICS

## NHSEI Support offer

- Support developing action plan initially, including helping to define success criteria.
- Convening regular monthly session with all pilot sites. collectively so can share learning across organisations.
- Arranging one-to-one sessions each month to check in and support with trouble shooting and also provide 8b project support up to 0.5 days per week from June and IR Community Nursing Advisor. Commission support for pilots: QNI commissioned to support.
- Commission QNI for additional support to pilot work.

## Desired outputs

Pilot outputs will be explored and agreed with each provider and the IR Regional Lead. Pilots are intended to complement the others, building a collective picture of IR best practice, emerging recruitment trends and sustainable IR strategies for community services.

We envisioned the pilots being designed flexibly to fund:

- Recruitment
- Onboarding
- Pastoral care
- Induction
- Education – OSCE and post OSCE
- Health and wellbeing
- Evaluation of IR community staff experience

Participating trusts also agreed to:

- Collaborate in the development of IR resources with NHSEI that can be shared across the Community IR sector.
- Promote these resources via agreed communication channels.
- Share their work via the Community IR Direct Support Programme.
- Complete an IR Staff Experience Survey at the start and end of the pilot period.
- Engage with the QNI on the Evaluation of the pilot.

# Pilot sites, milestones and outputs

## The Queen's Nursing Institute has:

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Established a monthly community of practice with over 30 members and growing.

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Run several events (conference, webinars) for all community organisations interested. More events are planned in the coming months.

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Developed six case studies and a growing number of case stories focussed on IR nurses working in community settings.

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Supported the evaluation of the pilot projects. This is ongoing.

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Developed a webpage dedicated to community IR resources.

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The QNI Award ceremony has a new category '*IR Community Nurse of the Year*' taking place on 13 December 2021.

# My role and support offer



Work closely with stakeholders to facilitate solutions to support ethical and sustainable international recruitment:

- Develop key working relationships.
- Participate in working groups.
- Help ensure adherence to relevant professional governance and codes of conduct.

Community Nursing Advisor aims:

- Advising regions, trusts and NHS community organisations on implementing or developing strategies.
- One to one support for community organisations new to IR.
- Support the IR pilots sites aim to build comprehensive IR resources.

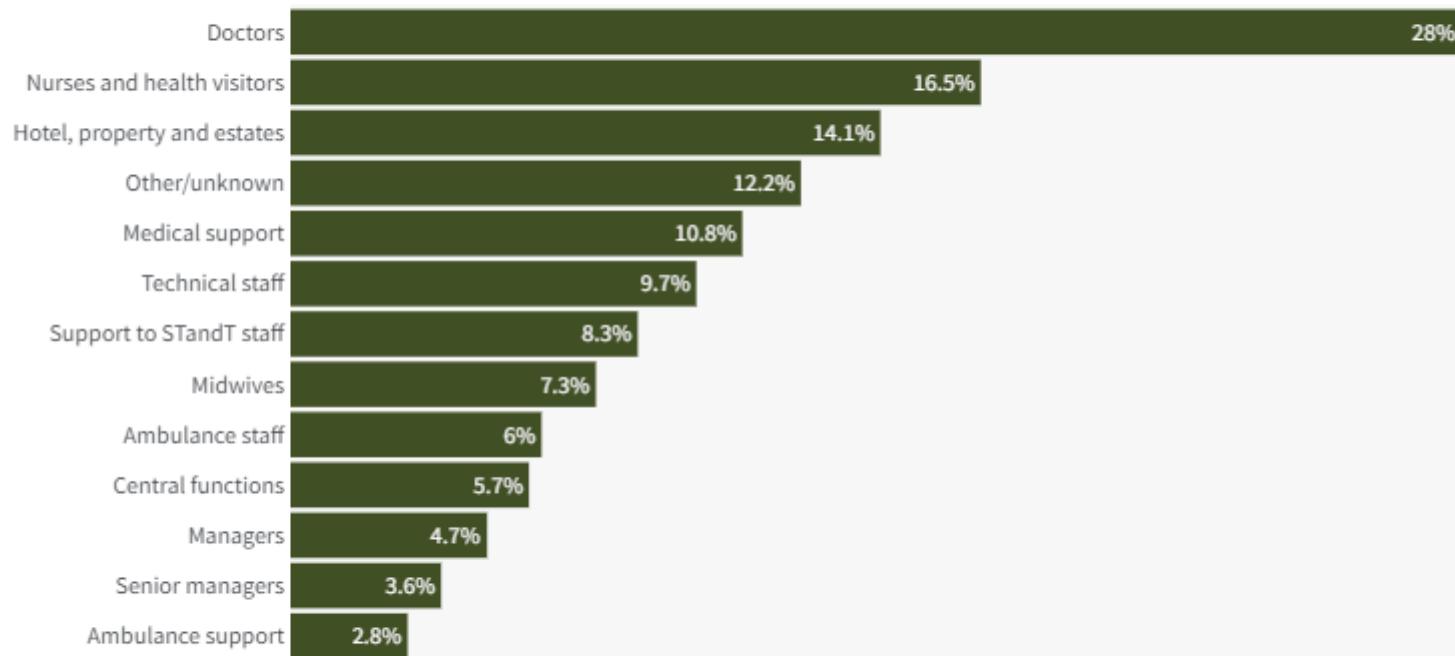
Facilitate together with regional and national teams:

- To implement and evaluate collaborative IR models – pilot sites.
- To manage and resolve complex IR workforce issues.
- Promote IR resources and solutions via communication channels.
- Development and delivery of realistic change initiatives – seizing opportunities and mitigating threats.
- Ensure best practice is developed, challenging ways of working and influencing realignment of practice where necessary.

# Job roles in the NHS reliant on international staff



Some job roles in the NHS are more reliant on international staff than others



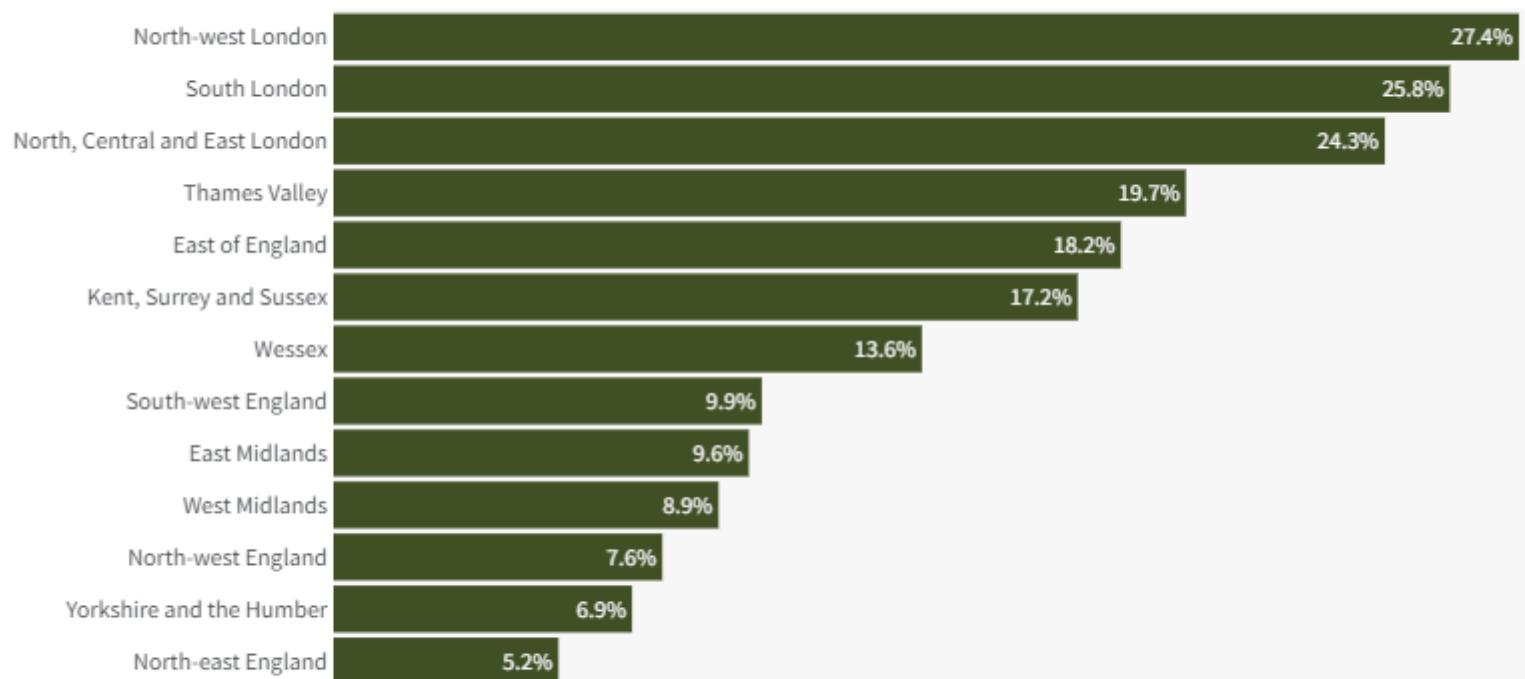
Source: [NHS Digital](#) • Staff working in NHS trusts and CCGs as of 31 March 2019; excludes temporary staff, GPs and those in national bodies. Nationality is self-reported and may reflect cultural heritage rather than country of birth. Excludes 63,842 records (5.2%) where nationality is unknown.

The King's Fund

# Some regional differences



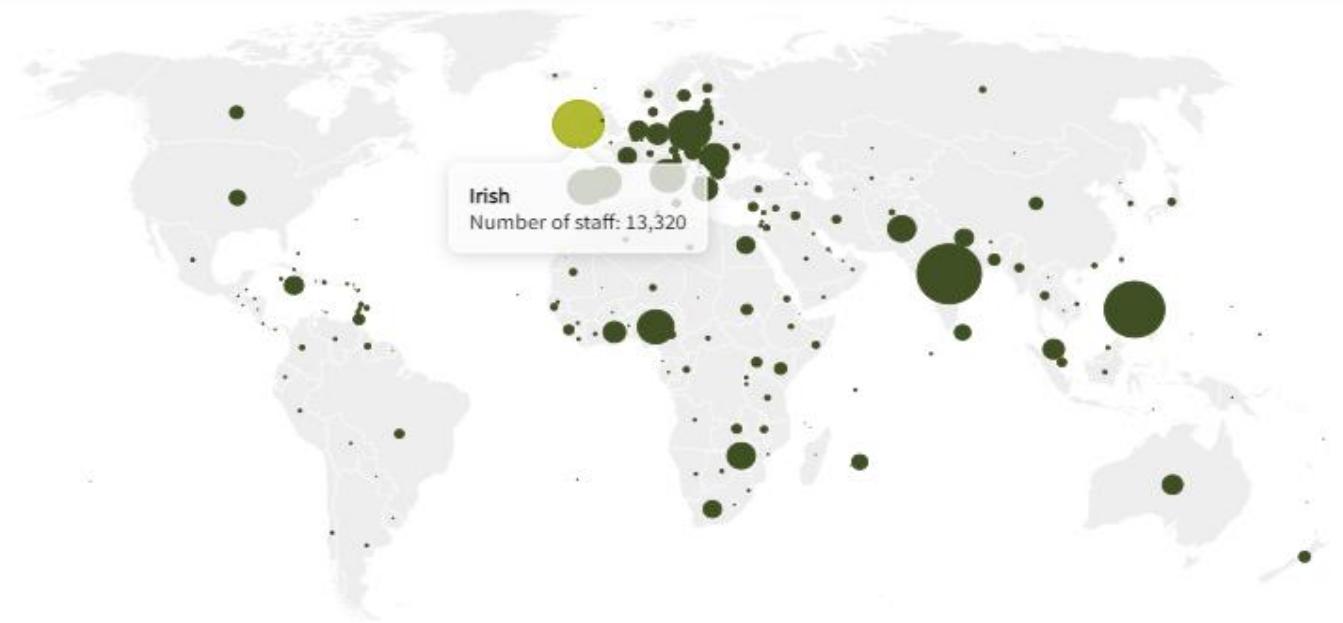
Some regions are more dependent on international staff than others



Source: [NHS Digital](#) • Staff working in NHS trusts and CCGs as of 31 March 2019; excludes temporary staff, GPs and those in national bodies. Nationality is self-reported and may reflect cultural heritage rather than country of birth. Excludes 63,842 records (5.2%) where nationality is unknown.

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# Home countries (or countries where we source) international staff



Kings Fund, 2019

## The Community Nursing Family



## IR challenges for community orgs

Establishing  
OSCE  
Training/pastor  
al induction.

Community  
roles are often  
more isolated  
and lack of  
comparable  
roles  
overseas.

Community  
services  
delivered by  
range of orgs  
and small  
scale.

Little  
historic  
experience  
in IR.

Nurses most  
likely need to  
drive in many  
community  
roles.

Recruitment  
costs are  
high when  
new to IR.

# Work with QNI and pilots aimed at helping answer key questions below



- How do I attract international community nurses with the relevant skills the organisation needs?
- How do I communicate our offer to international nurses?
- How do I understand the international recruitment process?
- What training and support is required when the overseas trained arrive?
- How do I support newly arrived international nurses to drive in England and have access to cars?
- How do I source local accommodation for international community nurses?
- How do I support newly arrived international nurses with good pastoral care?

# Driving



[Explore QNI](#) | [Nursing in the Community](#) | [Help for Nurses](#) | [News and Events](#)

[HOME](#) / [NURSING IN THE COMMUNITY](#) / [INTERNATIONAL RECRUITMENT TO THE COMMUNITY](#) / [INTERNATIONAL RECRUITMENT – SUPPORT FOR EMPLOYERS](#) / [DRIVING IN ENGLAND](#)

## Supporting International Nurses to Drive in England



# Word cloud from IR leads



Go to [www.menti.com](http://www.menti.com) and use the code **4167 3770**

**What is the one word you would use to describe the greatest challenge to recruiting IR nurses in community settings today?**



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and they will try just about anything

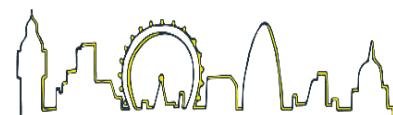
# Our vision for improving IR in Gloucestershire

<https://youtu.be/m55JcWfgG50>

- **Measure success and manage improvement opportunities** through regular feedback from international nurses, staff and service users.
- Continue to curate **microsite content** to provide ‘one-stop-shop’.
- Refine **bespoke recruitment pack** and on-boarding processes.
- Work with nurses to **fulfil their potential** and provide **secondment opportunities** to support training and development.
- Align **community hospital and community nursing** workstreams, so that all of our international nurses benefit from everything we have to offer.

# Capital Nurse Community Nursing International Recruitment Pilot

Progress to date	Next steps
<ul style="list-style-type: none"><li>• Candidate Sourcing Criteria</li><li>• Community Nursing Fact Sheet</li><li>• Candidate Community Skills Self-Assessment Checklist</li><li>• Community Nursing Webinars</li><li>• Community Nursing webpage</li><li>• Community Nursing IR film</li></ul>	<ul style="list-style-type: none"><li>• Community IR best practice guide</li><li>• Driving solutions</li></ul>



# Sussex Community NHS Foundation Trust: International Nurse recruitment Achievements and next steps

## Achievements to date

- First time international recruitment at scale: 70 international nurses in pipeline to arrive and passed OSCE by March 2022.
- Created a new team to lead the project.
- Identified and leased accommodation in Sussex co- located to where services are delivered.
- Set up home stay programme for staff to offer accommodation.
- Successful pastoral support programme.
- Focused on filling vacancies in Intermediate Care units.
- Successful collaborative project with Kent Community delivered toolkit for International recruitment in the community.
- Networking with other Trusts.

## Next steps

- Continued pastoral and development support for all new arrivals.
- Transition programme.
- Career conversations and next steps (recognising experience).
- Evaluation of programme and lessons learnt.
- Submission of a bid for a further 25 nurses arriving between April and Dec 2022.
- Focus on the posts working in the community nursing teams.
- Further exploration around driving : including confidence in driving/ driving lessons and the use of volunteer services.
- Further exploration in supporting care home nursing provision as part of community nursing teams function.

## Achievements

- Pilot to be introduced in both General Community nursing and Mental Health Community Nursing
- General Community Nursing and Mental Health Community Transition Programme
- Films and e-brochure for the recruitment campaign
- Driving
- Sustainable Travel
- Accommodation
- IT

## Next 6 months

- RECRUIT-into both general (x4nurses) and mental health roles (x 4 nurses).

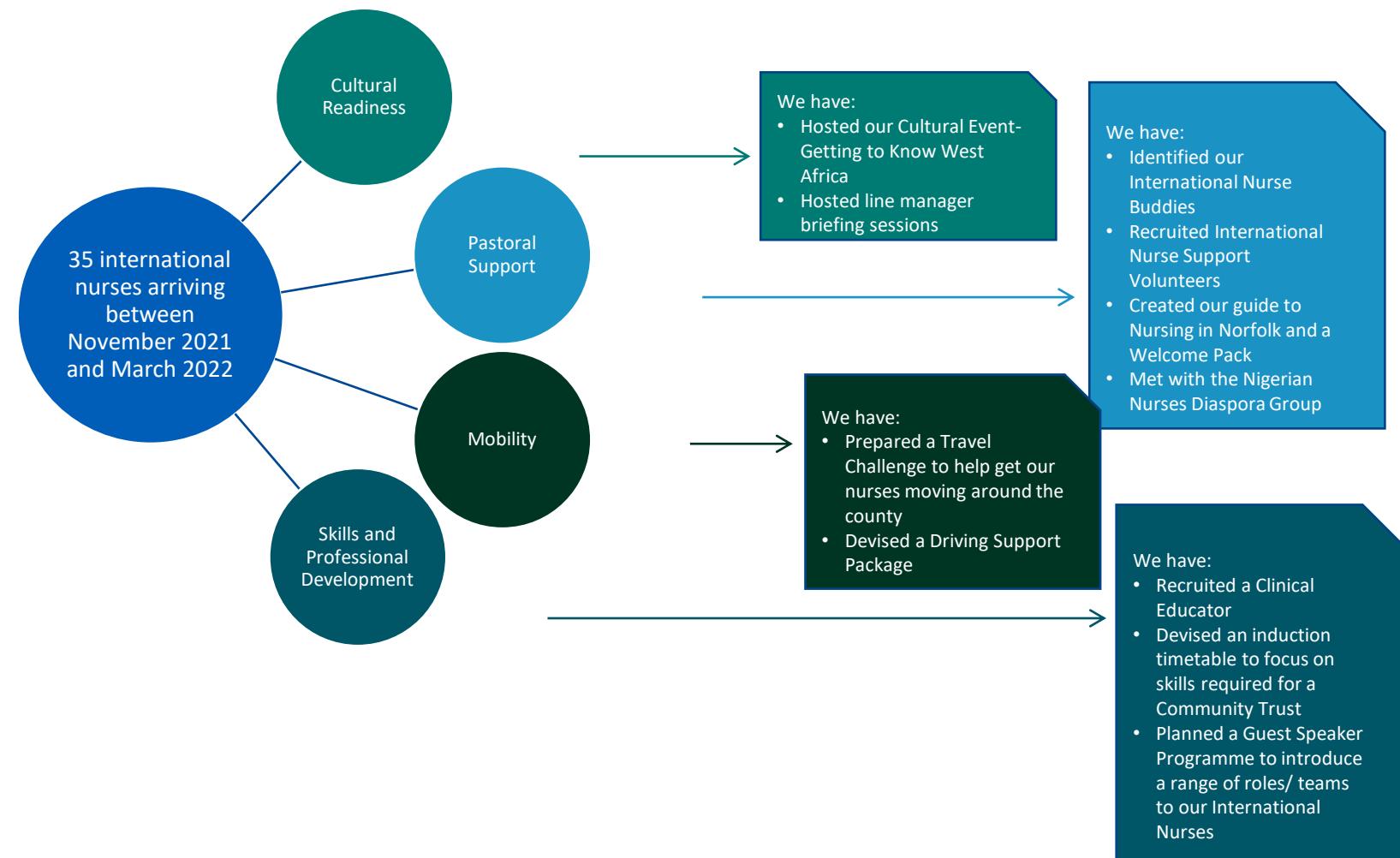
Jill Young ([jill.young@solent.nhs.uk](mailto:jill.young@solent.nhs.uk))

# Hertfordshire and West Essex Integrated Care System



- Offer of rotations in a community setting advertised in all Trusts
- Rotations started
- Rotation Log book created
- Shadowing /Internal vacancies being promoted
- Development survey has been design and used a conversation starter
- Nurse consultant providing support for rotation and Ambassadors
- Nurse Ambassador role in place (x3) championing role , speaking to IR nurses daily
- Nurse Consultant role working with community trusts to support with advice around recruitment , practice and OSCE
- Nurse Consultant working with National team to progress OSCE and foundation MH course
- OSCE Room secured locally
- Screening tool to be used in recruitment for MH nurses has been developed





# Our next steps...

Support Trusts with Arrivals and further expansion in the coming months

- International Nurses are arriving over November, January, February and March

Test our and refine concepts and resources

- We're looking forward to trialling what we have developed and evaluating its success

Development of marketing materials, including community video to attract international nurses

- Working with the QNI to develop videos and other resources

Continue to work with QNI on sharing what works and international nurse stories

- QNI website
- NHS Employers toolkit

Are you doing IR and has it been successful in growing your workforce?

Embed International Recruitment

- Increase number of community organisations
- Build on early integration/shared models across different sectors

# New to IR and don't know where to start -> IR Toolkit



The international recruitment toolkit encourages and enables good practices and processes for the recruitment of international staff across a wide range of professions.

The IR toolkit is updated on a quarterly basis in order to ensure it includes the most up to date and relevant information – allowing employers to recruit with confidence.

The most recent update includes:

- A lead recruiter checklist
- Updated pastoral care self-assessment
- Language competency guidance
- New best practice on marketing
- Information on displaced talent visas

OVERSEAS  
NURSE RECRUITMENT

INTERNATIONAL RECRUITMENT TOOLKIT An interactive guide to encourage and enable good practice in the NHS.

# Wider International Recruitment Offer



Induction, pastoral and professional best practice  
Masterclasses  
Online community

Boosted NHSEI regional teams to provide hands-on support



IR marketing materials for NHS Trusts to use in their own recruitment activities.



Collaborating with international nursing associations to help enhance pastoral support



Work directly with cohorts of trusts to produce effective IR models.



Developing new government-to-government agreements and commissioning agencies to facilitate recruitment of nurses from a broader range of countries, in line with ethical recruitment practice.



Providing financial support to trusts to increase their international recruitment capacity

