

International Recruitment OSCE support webinar SUMMARY

Thursday 17 March
12pm - 1.30pm, via Zoom

#InternationalRecruitment

1. Welcome and introductions

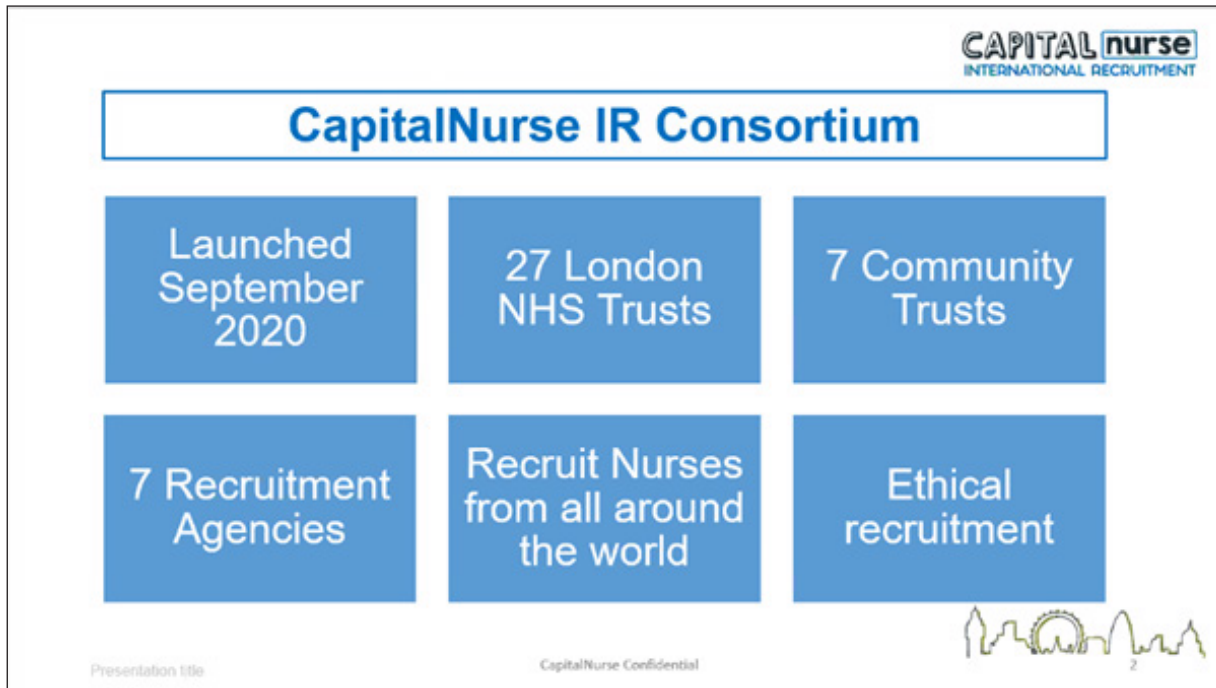
Esther Kirby MSc, RN, DN, QN, Community Nursing Project Manager, QNI

- 'Welcome!
- This webinar is for pre-mid and post support for nurses undertaking the OSCE.
- This was asked for by several people who felt that there was a lot more information that could be shared about this topic.
- Many thanks to the teams who are going to share their experience approach with us.'



2. International Recruitment in London


Joanna Tuazon, CapitalNurse International Recruitment Community Lead, NHS England and NHS Improvement



CAPITAL nurse
INTERNATIONAL RECRUITMENT

CapitalNurse IR Consortium

Launched September 2020	27 London NHS Trusts	7 Community Trusts
7 Recruitment Agencies	Recruit Nurses from all around the world	Ethical recruitment

Presentaton title CapitalNurse Confidential 



2. International Recruitment in London

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Pastoral Support

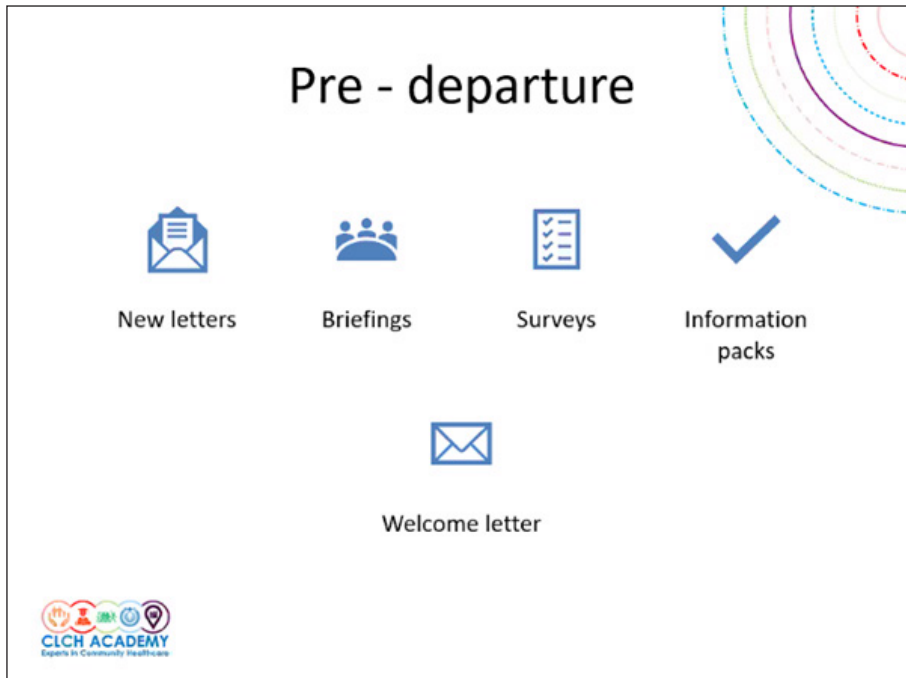
- Whilst organisations may differ in the specific details of the pastoral support they can provide, as a CapitalNurse best practice approach, each organisation should offer as a minimum some form of:
 - Accommodation support
 - Climatisation support
 - Salary advance
- CapitalNurse International Recruitment Best Practice Guide
- International Nursing Recruitment Pastoral Offer Self-Assessment
- Managers Guide for Overseas Nurses
- Professional Development Guidebook
- CapitalNurse Consortium Handbook for Overseas Nurses
- Community Nursing Driving Solutions



2. International Recruitment in London

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

- Pre departure: send out newsletters; information packs, welcome letter, outlining where they will be based, their managers, contact numbers, and any essentials that they need to bring eg adapters, clothing dependent on weather etc.



2. International Recruitment in London

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

- Welcome pack: towels, bedding, pots and pans. The basics for the first couple months, sim cards and £10 credit on them, to communicate with us and home.
- Transport, give them oyster cards are minimum 2 weeks, zones 1-4, so they can explore.
- Accommodation: max of 1 month's accommodation, pay for deposit, also offer a rental deposit scheme (for all our staff).
- Tours: we give them local orientation of the area, shops, transport. Also tours of London which we are hoping to start again in the summer, post covid.



2. International Recruitment in London

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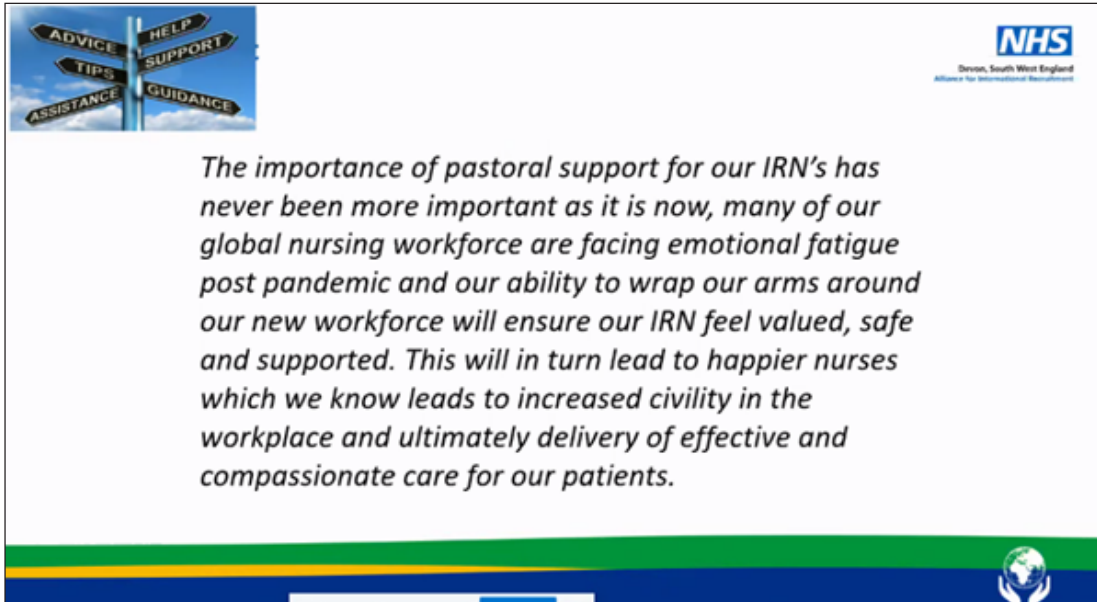
- 'If people aren't successful and it does happen, it's generally nerves, not because they haven't been taught something. We would give them support and a lot of reassurance, hand holding if needed. Sometimes they know exactly what they've done and they don't need that extra time with us, other times we'll bring them back and put them in that training situation, we'll practice and do mock exams with them.'



3. International Recruitment in Devon

Carly Boyce, International Nurse Transition Lead, Devon International Recruitment Alliance

- 'If we can get this right, it's a win win. Pastoral element is not a nice to have, it's essential.'



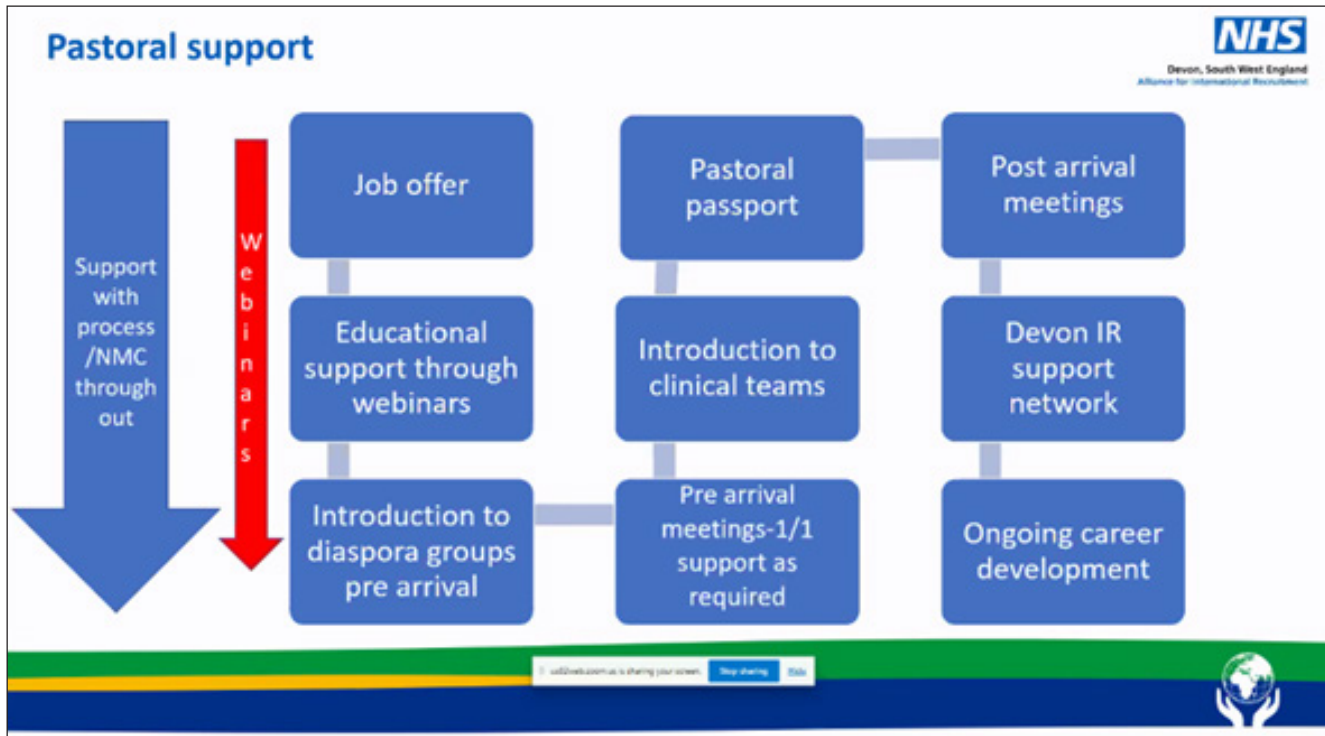
The importance of pastoral support for our IRN's has never been more important as it is now, many of our global nursing workforce are facing emotional fatigue post pandemic and our ability to wrap our arms around our new workforce will ensure our IRN feel valued, safe and supported. This will in turn lead to happier nurses which we know leads to increased civility in the workplace and ultimately delivery of effective and compassionate care for our patients.



3. International Recruitment in Devon

Carly Boyce, International Nurse Transition Lead, Devon International Recruitment Alliance

- 'We know that's a lack of representation for senior nurses. Most of our nurses bring an absolute wealth of experience and we need them to be in these senior roles in the not too distant future.'



3. International Recruitment in Devon

Carly Boyce, International Nurse Transition Lead, Devon International Recruitment Alliance


- Nursing in Devon youtube channel: <https://www.youtube.com/c/nursingindevonuk>

Pastoral support


Webinar topics

- Week 12 19th August-Introduction to The Royal College of Nursing.-Senior Nursing Officer as guest speaker
- Week 13 26th August-Guest speaker-Angela Walter Admiral Nurse-Introduction to Dementia and Delirium
- Week 13 26th August NHS Devon Webinar, Dementia teaching for overseas nurses - YouTube
- Week 14 2nd September-Introductions to the Nigerian Nurses Association UK
- Week 19 7th October Recruitment webinar focus, into to trusts-commonly asked questions
- Week 19 Recruitment webinar with an overview of each of the trusts in Devon. - YouTube
- Week 20 14th October Intro to the one Devon OSCE handbook, health and wellbeing
- Week 21 21st October Teaching session-APIE
- Week 29 Thursday 20th January 2022-Tissue Viability
- Week 30 Thursday 3rd Feb 2022-Cost of living in the UK-by International nurse.

All available to watch on our Nursing in Devon you tube channel.


Devon, South West England
Alliance for International Recruitment

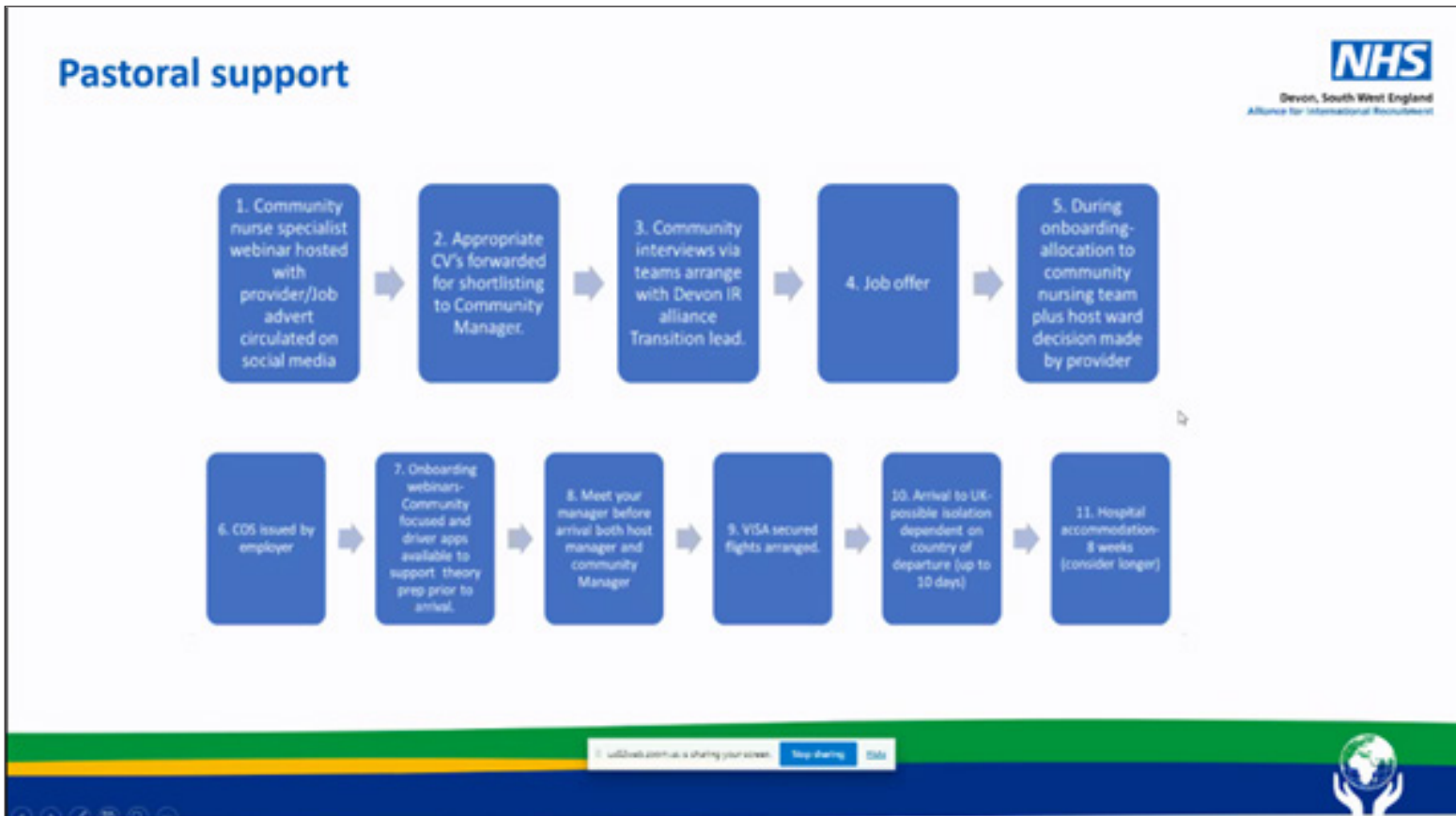
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3. International Recruitment in Devon

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Carly Boyce, International Nurse Transition Lead, Devon International Recruitment Alliance

- Testimonial:

"When I started my process of applying to the NHS, I had doubts about which hospitals to choose or which place to move to the UK since the country and the system is completely new to me. I picked Devon Hospital because it had the best CQC score among the list of hospitals given to me by the recruitment agency in India. My experience so far with Devon Hospital has reaffirmed my choice. My experience during my interview was exemplary. I felt comfortable and approachable in the entire process. I highly appreciate the timely and effective weekly webinars conducted by the Devon team. These sessions are truly a blessing for an overseas nurse like me who is a complete stranger to the NHS system. The next hurdle was the CBT exam. However, due to the several covid related lockdowns, two of my exam reservations with Pearson-Vue got postponed. Though I got a test date at a far away place from my home, my family was much worried about the travel risk as the journey route was through places with high rates of Covid cases . It was then, I thought of seeking help from the Devon recruitment team - Mr Jack and Ms Carly Boyce - to know the possibility of writing CBT from home. They were incredibly understanding and made sure to get me the NMC authorization to attempt CBT from home. This timely intervention helped me to stay safe and avoided the need of me travelling to high risk areas ."

With regards
Mary



The QNI's International Recruitment support

Matthew Bradby, Head of Communications, The QNI

- 'You can find resources, stories, experience and knowledge for Internationally Educated Nurses who are working, or wish to work, in community provider organisations in England (UK) on the QNI website.
- The main webpage is: <https://www.qni.org.uk/nursing-in-the-community/international-recruitment-to-the-community/>
- To read case study interviews - which are being added to regularly - go to: <https://www.qni.org.uk/nursing-in-the-community/international-recruitment-to-the-community/>
- Do join the QNI's International Recruitment Facebook page, the link to join is: <https://www.facebook.com/groups/158784763085832>



4. Summary

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

- 'I do encourage you to use the QNI website, it's really lovely to have it all in one place; www.qni.org.uk/nursing-in-the-community/international-recruitment-to-the-community.
- We now have monthly meetings in every region, we're meeting together to focus as a region to see how best to address challenges. Please do reach out to me, I will point you in the right direction. Some of that is sign posting to you other organisations that have faced similar situations.
- Focus groups are being created, we will continue offer masterclass events sharing best practice.

