

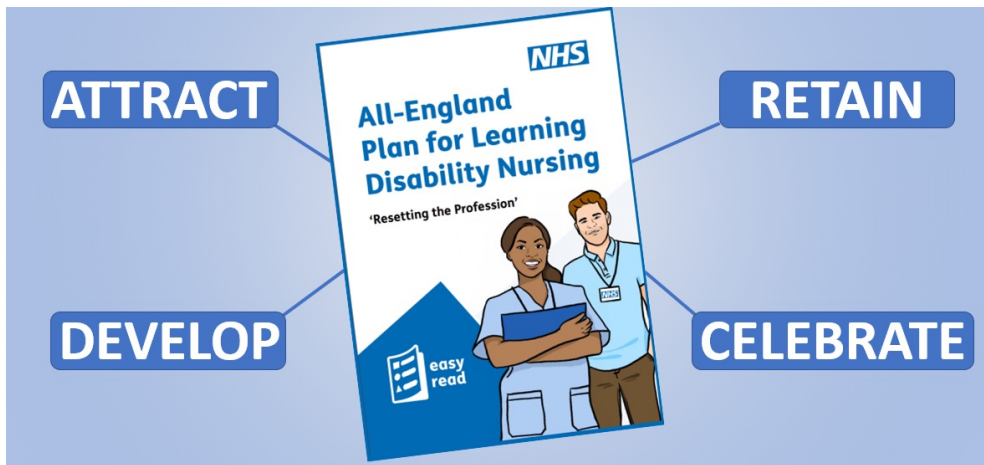
International Recruitment of Learning Disability Nurses

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5th National Learning Disability Nursing Symposium

7th December 2022

International Recruitment and the All-England Plan for LD Nursing



A7: We will design and deliver a programme of INTERNATIONAL RECRUITMENT to encourage overseas nurses to pursue a new career in Learning Disability Nursing.

2022

This programme of work is supported as part of the national offer to recruit 50,000 nurses.

International Mental Health and Learning Disability Nurse Recruitment



Why? National 50K nurse recruitment programme to address workforce vacancies

What? 48 Mental Health Trusts are recruiting international nurses. October 2020 to September 2022, 1700 nurses (all fields) have arrived.
2022-23 12 MH Trusts bid for funding to recruit an overall total of 72 International LD nurses. Anecdotal Trust reports state offers for LD nursing roles have been made but due to a number of reasons none have arrived in the UK yet.

How? In 2021/21 and 2022/23 just under £16K has been given to MH Trusts to support the appointment, arrivals, onboarding, training and pastoral care of international nurses.
The money also funded specific innovation projects to accelerate and address recruitment barriers.

MH Innovation Fund Workstreams 2022/23



English Language & CBT.

Comprises around 13 projects developing further resources to increase English language provision and CBT pass rates.

A variety of projects looking at externally commissioning or developing in-house learning/training resources for a sustainable model. Some projects looking at recruiting a co-ordinator who develops a cohort and peer model to support attrition to the region or trust.

Practice Development in Specialist Services.

Evidence dictates that the registered nurse workforce in CAMHS is growing at a slower pace than other professions and has the most vacancies. Projects within this workstream are exploring identifying IEN talent to work in these vital services through academies or recruitment campaigns.

Community mental health nursing is also being explored with projects including driving support.

Exploring new markets and promotional materials.

Supports Trusts to explore new untapped markets or have the freedom to invest time and resources in exploring in-country campaigns and understand how they can build sustainable models of IR within MH and LD.

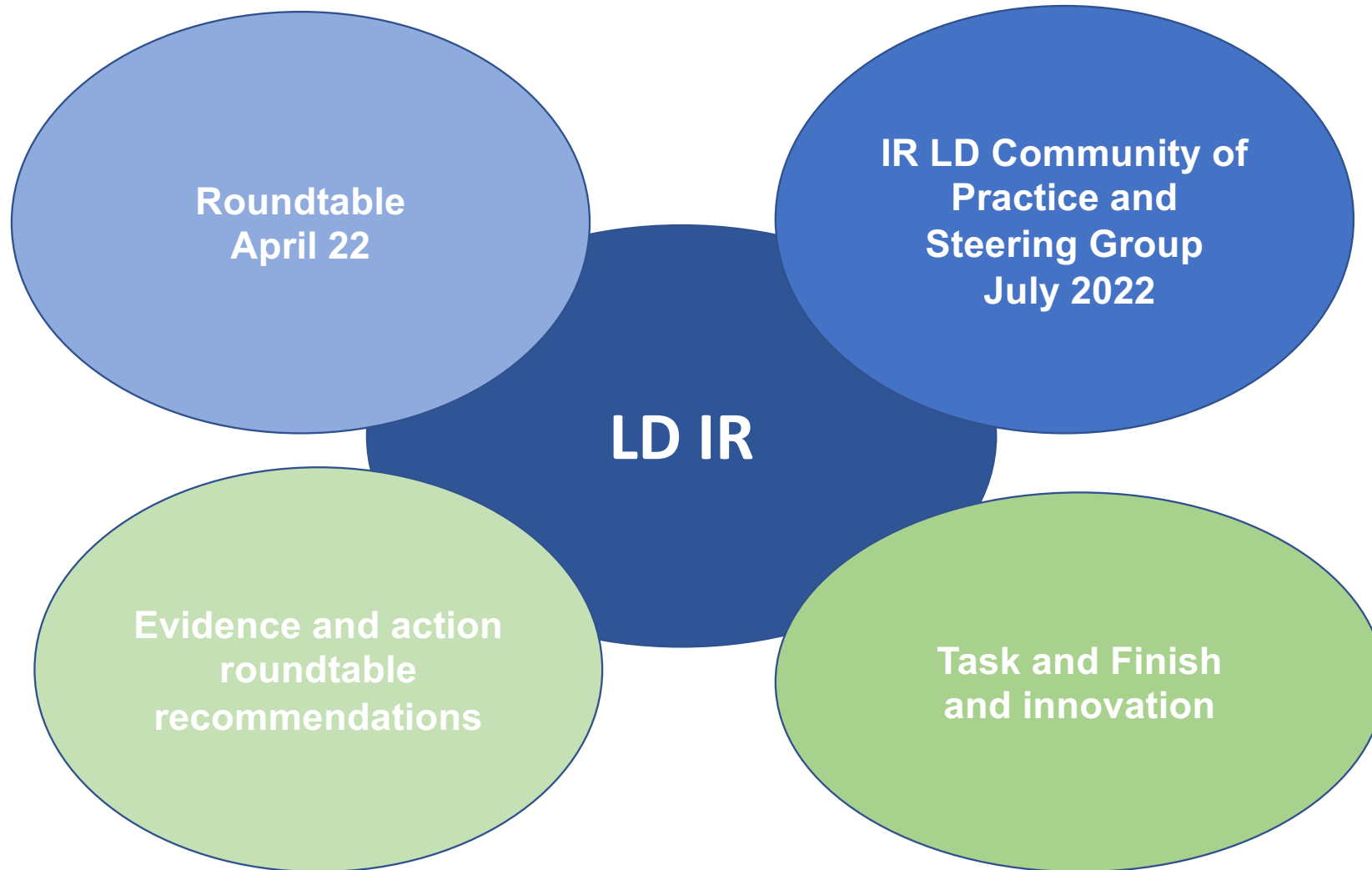
Includes development of a number of promotional materials including online platforms and videos.

Transition Programmes.

MH nursing leaders recognise the gap for IENs when they arrive is greater in MH than adult nursing.

To strengthen MH IENs preparedness for practice in the UK and build the NHS as an attractive employer a small number of projects are exploring delivering an in country 12wk transition programme for nurses in India and Sri Lanka (pre UK registration).

International Learning Disability Nursing Recruitment



Summary of recommendations from LD Round Table April 2022



LD Roundtable recommendation	Evidence of /Action to address
Could offer pre arrival webinars and information packs on the role and experience required	T&F group collating promotional materials to enhance recruitment and international nurses understanding of UK LDN roles
Use the checklist for skills when sourcing/shortlisting candidates and tailor interview questions to ensure correct values and experience so tailored individual support and competencies identified from start of process	<ul style="list-style-type: none"> • T& F group producing a list of transferrable skills for UK LDN roles • Trust case study showcasing how they identified candidates for UK LDN role • Sharing of Capital Nurse agency fact sheet • Plan early 2023 to collate current IR LD interview questions used by Trusts
Identifying staff who can support, use buddy systems, 'knowledge mentors' and integrated social networks would work well across LD; explore IENs already in workplace/from same country as recruits	<ul style="list-style-type: none"> • LD Nursing preceptorship programmes; National Preceptorship framework NHS England » National preceptorship framework for nursing • Pilot LD OSCE Preparation Programme in progress; includes pastoral support.
Networks and forums to share good practice on pastoral care and explain what is taught about LD from different countries	Pastoral Care Quality Award; NHS England » NHS Pastoral Care Quality Award – International nurses and midwives
Consider development of a transition programme; use learning from MH transition programme pilot and evaluation	MH Transition Programme learnings to be shared in March 2023 Spotlight
Develop SLAs across third sector and social care; progress through new ICSs	To be discussed in future IR LD Community of Practice and Steering Group

Thank you for listening, any questions?

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Further IR resources and links will be added to the LD Nursing webpage
early 2023