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|  | Swansea Bay University Health Board   |
| <b>Brief for Nurse Staffing Act – Part B</b> | <b>22<sup>nd</sup> July 2019</b>  |
| <b>Subject</b>                               | <b>Overseas Nurse recruitment – status report</b>                                       |
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## 1. SITUATION

This paper provides a status report on the current position with overseas nurse recruitment in Swansea Bay University Health Board (SB UHB).

## 2. BACKGROUND

The Health Board currently have three sources of overseas nurse recruitment:

1. Philippine Nurses sourced by the agency HCL 2016.
2. EU Nurses working as HCSW in ABMU Health Board sourced by HCL
3. Nurse trained overseas who are employed as HCSWs in SBU Health Board

The Health Board is also planning a further recruitment event with HCL for this year to recruit a further 18 nurses that have already attained the NMC English Language requirements.

All Philippine Nurses either sourced by HCL or nurse with overseas registration working employed as HCSWs are subject to acquiring the following to register with the NMC:

1. English Language IELTS level 7 or OET Level B
2. CBT exam pass
3. Documents approved by the NMC (including qualification records)
4. Occupational health and TB screening
5. OSCE exam pass

In addition dependent on their right to work status a certificate of sponsorship and VISA is required.

EU Nurses working currently in the health board as HCSW are subject to acquiring the following to register with the NMC:

1. English Language IELTS level 7 or OET Level B or proof of working at a satisfactory English Language in the Health Board provided by their manager
2. Documents approved by the NMC (including qualification records)

### 3. ASSESSMENT

#### 3.1 Philippine Nurses sourced by the agency HCL 2016

- 46 nurses have arrived in the Health Board since 30th May 2017 of which five have returned home due to failing their OSCE exam. (See table 1 for their allocation.) Nurses were originally offered three-year contracts; with a view to offering them to transfer to permanent contract terms subject to maintaining the right to work.

**Table 1: Philippine Nurse Recruitment Update as of June 2019**

|                            | Number of Nurses Arrived | Number registered with the NMC | Number of nurses who have failed OSCE and returned home | Number of nurses due to commence undertaking OSCE study |
|----------------------------|--------------------------|--------------------------------|---|---|
| Overall                    | 46                       | 41                             | 5   | 0   |
| Princess of Wales Hospital | 11                       | 10                             | 1   | 0   |
| Morrison Hospital          | 21                       | 18                             | 3   | 1   |
| Singleton Hospital         | 14                       | 13                             | 1   | 0   |

- 30 Nurses remain interested in commencing employment with the Health Board. Of this number, one is collecting documents to enter the NMC assessment queue, three are waiting to pass their CBT exam and 26 are still trying to obtain the English Language requirements set by the NMC. Based on this the earliest anticipated date further nurses would be available to arrive from this cohort is November 2019.
- The nurses who were employed at the Princess of Wales Hospital have now transferred to Cwm Taf Morgannwg University Health Board (CTM UHB) under TUPE process.

#### 3.2 EU Nurses working as HCSW in SBU Health Board sourced by HCL

- All managers have been approached to confirm whether they feel their EU nurses working in non-registered roles have English language skills sufficient to work competently on their allocated ward to meet the requirements of registering with the NMC without an IELTS or OET pass. With the exception of one EU nurse who is undertaking further language support training the remaining EU nurses working as HCSW have been supported by their managers and have either now become registrants or at the stage of submitting the supporting information required by the NMC to obtain registration.

### **3.3 Nurse with overseas registration employed as HCSWs in SBU Health Board**

- Two HCSWs (with overseas nurse registration) have successfully been supported to pass their OSCE exam and have commenced employment as Band 5 Nurses, one on Ward 4, Princess of Wales Hospital (now CTM UHB) and one on Ward G, Morriston Hospital.
- Six HCSW, four from Morriston and two from Singleton attended a two-week intensive OET language course and had their OET exam booked for 6<sup>th</sup> December 2018. They unfortunately failed on first sitting and were supported with a resit in February 2019; unfortunately, they failed on the second occasion. They are currently not being provided with additional funded OET English Language online support.
- We know that there are a number of HCSWs working within the Health Board that were previously qualified nurses in their home country.

#### **4. Further Plans**

The Nurse Staffing Act Group are asked to support:

- Further overseas nurse recruitment with HCL for a cohort of 18 nurses who are already 'NMC English language ready'. Interview to arrival date is predicted as an average of six months or earlier dependent on their place in the NMC registration process
- Identifying any further HSCWs working in the Health Board that are qualified nurses from their home country and map their suitability for language support and/or OSCE support to achieve registration