

FOI Summary of International Recruitment March 2021

Who are Solent NHS Trust?

Solent NHS Trust is a community trust with bases in both the cities of Southampton, Portsmouth and the wider county of Hampshire including the Isle of Wight, delivering a plethora of services including community services (both adult and child), inpatient rehabilitation, specialist inpatient rehabilitation, sexual health services, specialist dentistry, MSK, Podiatry and Primary Care including a GP and Homeless Healthcare Surgeries.

Recruitment to specialist services can often be challenging and so to support the increasing need to deliver high quality, safe care Solent NHS Trust has developed an international recruitment strategy.

During 2020, the Trust engaged with Global Learners Programme (GLP), a specialist team within Health Education England (HEE) to engage with Registered Mental Health Nurses who had an interest in coming to work within the UK. The recruitment focused entirely on RMNs to work within our inpatient MH wards.

What has Solent agreed regarding International Recruitment?

Our initial engagement with GLP was to secure 15 RMH Nurses.

How many nurses from International recruitment does Solent currently have?

The first 8 RMH Nurses will be arriving in Q4 & Q1 2021, with ongoing recruitment throughout Q2 & Q3 for the remaining 7 RMNs.

How much does Solent NHS Trust pay Hampshire Hospital NHS Foundation Trust, per candidate?

Approximate cost per candidate is £8,500; this is inclusive of recruitment, flights, transfers, accommodation and OSCE preparation and exams.

What Band Level are the roles recruited to?

We have recruited to Band 5 roles.

Which countries are the current international nurses recruited from?

India (some of these nurses were already working in other overseas countries such as Dubai and Malta) and Nigeria

How many of these nurses are male or female?

The nurses we have currently employed have been pre-dominantly female with a small cohort of male nurses (both RMN & RNs)

What is next?

Following a national campaign further money have been made available for all NHS Trusts to further engage with international recruitment. Solent NHS Trust has engaged and secured additional funding to recruit RNs for the inpatient wards.

The inpatient wards are consistently challenged to maintain retention due to specialist nature of the services it offers and whilst engaging with international recruitment, our traditional recruitment

continues alongside, to ensure the trust is not wholly focused or dependent on international recruitment.

It is anticipated that throughout 2021/ 2022 a further 35 nurses (RNs & RMN Nurses) will be welcomed to the trust.

To support the ongoing recruitment and due to the ceasing of GLP in Q3 2021, Solent NHS Trust have engaged with Hampshire Hospitals Foundation Trust (HHFT), within our HLOW STP and experienced international recruiters, to source and support our recruitment process. This has meant that Solent NHS Trust has not had to directly engage with an agency. Solent NHS Trust contract HHFT and pay an agreed cost per recruit.

The cost to recruit international nurses has been supported by the receipt of national monies and in turn reduces the trusts reliance on temporary staff via high cost agencies.

Trustwide support for international recruitment such as clinical and HR leadership has been met within existing capacity therefore additional expenditure and / or expertise has not been required.

Additional costs such as accommodation requirements, study, pastoral support and clinical support have been partially met utilising monies secured from the national bids and the remainder via trust expenditure.

Future expansion of international recruitment will continue within 2021/ 22 and 2022/ 23, assessing the impact of the strategy and consideration of how it can support other specialist services within the trust such as Child & Families and Community Nursing.

Our traditional recruitment and development of staff such as NQNs and specialist roles will continue to be the focus with international recruitment being an one element, alongside many others.