

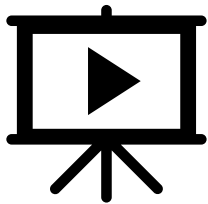


Housekeeping

Thank you for joining us today, due to the number of delegates attending please:



Turn off your camera and microphone



The webinar will be recorded and shared afterwards



Please add any questions in the chat and we will pick them up during the webinar

Supporting you with International Recruitment



Ethical Recruitment of International Workers

Practicalities for Providers

- DHSC Code of Practice
 - <https://www.gov.uk/government/publications/code-of-practice-for-the-international-recruitment-of-health-and-social-care-personnel/code-of-practice-for-the-international-recruitment-of-health-and-social-care-personnel-in-england>
- All providers should familiarise themselves with the guidance
- Agreeing to follow the guidance is a condition of receiving financial support under this project
- Not all of the Code of Practice is directly applicable to Care Providers
- GMB and others have best practice guidance beyond the DHSC requirements.

Ethical Recruitment Guidance

Aims

This code of practice aims to:

- promote high standards of practice in the ethical international recruitment and employment of health and social care personnel, and ensure all international recruitment is conducted in accordance with internationally agreed principles of transparency and fairness
- protect and promote health and social care system sustainability through international co-operation by ensuring safeguards and support for countries with the most pressing health and social care workforce challenges.

Scope

The following organisations must adhere to the code of practice when undertaking international recruitment activity to appoint health and social care personnel:

- all UK health and social care employing organisations (including local authority and integrated care systems), both public and independent:

Not just NHS – it applies to us as well.

Roles and responsibilities

Local health and social care employers: (NHS, local authority, integrated care systems and independent or private sector employing organisations)

- Recruit international health and social care personnel in line with the code of practice.
- Form a comprehensive plan for induction, pastoral and professional support. This should include preparing their own workforces and workplaces, and ensure international migrants are signposted to appropriate organisations, including the relevant professional body and regulator, for further support, advice and guidance
- Should use recruitment organisations, agencies, or collaborations on the ethical recruiters list (<https://www.nhsemployers.org/articles/recruitment-agency-list>) that operate in accordance with the code of practice. Although the ethical recruiters list is maintained by NHS Employers, the list should be used by all health and social care organisations engaged in international recruitment, both in the public and independent sectors.

Other organisations have responsibilities – check the full code of practice if this might apply to you

Guiding principles

The 5 guiding principles that underpin the code of practice are:

- **International migration of health and social care personnel can contribute to the development and strengthening of health and social care systems to both countries of origin and destination countries if recruitment is managed properly**
- **Opportunities exist for individuals, organisations, and the health and care systems to train, educate and enhance their clinical practice**
- **There must be no active international recruitment from countries on the red list, unless there is an explicit government-to- government agreement to support managed recruitment activities that are undertaken strictly in compliance with the terms of that agreement**
- **Recruitment of international health and social care personnel is monitored and reported on to the Cross-Whitehall International Recruitment Steering Group and the WHO**
- **International health and social care personnel will have the same legal rights and responsibilities as domestically trained staff in all terms of employment and conditions of work. They will have the same access to further education and training, and continuous professional development**

- There is no active recruitment of health and social care personnel from countries on the red list.
 - *You may respond to unsolicited applications.*
- All international recruitment by health and social care employers, agencies, recruitment organisations, collaborations and contracting bodies will follow good recruitment practice and demonstrate a sound ethical approach
 - *You should check that anyone that you work with is following the code of practice*
 - A list of those agencies, recruitment organisations and recruitment collaborations - known as the ethical recruiters list - can be found on the NHS Employers website (<https://www.nhsemployers.org/articles/recruitment-agency-list>).
- The employer will be fully involved in the recruitment process

Code of Practice – Best Practice Benchmarks

International health and social care personnel will not be charged fees for recruitment services in relation to gaining employment in the UK



- Any costs incurred by a recruitment organisation, agency or collaboration will be incorporated into the negotiated fee charged to employers and contracting bodies.
- At their discretion, employers may meet the visa fees a candidate may incur to exit their home country or enter the UK or any professional registration fees.
 - *Candidates may be expected to meet their own visa costs*
 - *Professional registrations just because the individual is a migrant worker may be met by the candidate. Other professional body fees should be the same for all workers*
- Employers and contracting bodies will not contract recruitment organisations, agencies or collaborations that charge fees to candidates wishing to be considered for recruitment to the UK. Any recruiting organisation that sub-contract to agencies outside the UK must not use non-UK agencies that charge applicants fee
 - *Ask anyone that you work with, and check that they have asked through the entire supply chain.*

Any repayment clause included in an employment contract must abide by the 4 principles of transparency, proportionate costs, timing and flexibility -

- *This refers to discretionary payments made by employers – not CoS, skills charge etc.*

Code of Practice – Who pays for what?

All international health and social care personnel will have the appropriate level of English language to enable them to undertake their role effectively and to meet registration requirements of the appropriate regulatory body



- If a regulatory body requires an assessed competency in English language for the applicant to be eligible for registration, this should be achieved, where possible, **prior** to selection interview.
 - *For non-registrant staff this may not be possible/appropriate. This makes the assessment of English during the selection process more important as part of to safe recruitment.*
- All potential employees will be able to communicate effectively in English to practise safely, and to enable them to communicate appropriately with patients, clients, carers, family and colleagues.
- It is lawful for employers, contracting bodies and professional regulators to apply conditions relating to a candidate's linguistic ability because of the nature of the post to be filled.
 - *This is not considered as discrimination.*

Code of Practice – Language Requirements

Registered Staff

- Must be registered with the appropriate UK regulatory body
- Those required to undertake supervised practice by a regulatory body should be fully supported in this process
- Will undergo the normal occupational health assessment prior to commencing employment
 - *This only applies where it would be normal for the job*

All Staff

- Will have appropriate pre- employment checks including those for any criminal convictions or cautions as required by UK legislation
 - *Follow Safe Recruitment Practice*
- Will have a valid visa **before** entry to the UK

Appropriate information about the post being applied for will be made available so international health and social care personnel can make an informed decision on whether to accept a job offer

- *There are additional requirements over and above normal best practice including:*
- *Location of the role*
- *Visa application process*
- *The pastoral workers will be putting together*

Guidance on [applying for health and social jobs in the UK from abroad](https://www.gov.uk/government/publications/applying-for-health-and-social-care-jobs-in-the-uk-from-abroad/applying-for-health-and-social-care-jobs-in-the-uk-from-abroad)
(<https://www.gov.uk/government/publications/applying-for-health-and-social-care-jobs-in-the-uk-from-abroad/applying-for-health-and-social-care-jobs-in-the-uk-from-abroad>)

Code of Practice – Information for Candidates

All newly appointed international health and social care personnel will be offered appropriate support and induction

- *There may be additional needs for those newly in the UK*
 - *Cultural Awareness*
 - *Language skills – particularly in rural areas*
 - *Localisation*
- *The programme can support with this – speak to the pastoral workers*

Code of Practice – Support and Induction

Employers Should:

- Observe fair and just contractual practices in the employment of international health and care personnel
- Employers should undertake pre-employment and placement preparation activity to ensure a respectful working environment
- Respond appropriately to applications from international health and social care personnel who are making a direct application
 - *How do you respond to unsolicited applications from none International personnel?*
- Record international recruitment activities.
 - *This is essential to access funding under the programme.*

Code of Practice – Other Best Practice



Any Questions?

How can we at the International Recruitment Programme Support?

Questions and Next Steps