

**TRUST BOARD
SUBMISSION TEMPLATE**

MEETING	Trust Board	Ref No. 7.5
DIRECTOR	Director of Finance, Estates and Capital Development	Date 4 Nov 2021
Charitable Funds Application: 'DOH Donation' £382k		
Purpose	<i>Approval for expenditure from Charitable Funds requiring final authorisation by Trust Board.</i>	
Corporate Objective	Improving the Workforce	
Key areas for consideration	<p>The postholders will lead on the Trust's international nurse recruitment campaign to ensure compliant and effective recruitment. Responsibilities will include:</p> <ul style="list-style-type: none"> ❖ Organising and coordinating with suppliers and internal staff to facilitate bringing successful candidates into the country. ❖ Providing appropriate training to international nurses to adequately prepare them for OSCE (including a five day structured programme) ❖ Supporting learning within the ward setting <p><u>CFAC Outcome: Approved by CFAC subject to Trust Board</u></p>	
Recommendations	<i>Approval is sought from Trust Board to apply charitable fund for this purpose</i>	

BHSCT International Nurse Recruitment Project

Background

The project aims to address the longstanding registrant nursing vacancy issue within BHSCT, where there is an overall nursing vacancy rate of 16-18%. This figure has grown year on year from 9% in 2015/16.

There is an insufficient supply of new nurses from the local Academic Educational Institutions (AEIs) and there will be no material gain from the recent increase in nursing graduate training numbers until 2023/24.

There is also insufficient supply in relation to temporary nursing workforce (bank and agency) to provide backfill for vacancies and sickness absence leave and as a result the Trust is relying heavily on off-contract agency nurses who attract pay rates which are significantly higher than HSC rates.

The Trust believes that the only real means of increasing the number of nurses in the short term is through an increase in international nurse recruitment (INR), building on recent success in that area. This proposal forms part of a nursing workforce strategy that has been submitted to DOH.

The Trust proposal in relation to INR builds up the number of nurses recruited per month to 60 in order to recruit approximately 1,000 new nurses before the end of 2022/23. This would be sufficient to reduce the gross vacancy rate after sickness to around 5.5% by the end of 2022/23.

Key posts

The total cost of the proposed workforce plan includes recruitment costs for the nurses along with the costs of managing the INR scheme and post-recruitment staff support and infrastructure costs. Funding is sought from charitable funds for three key posts as follows:

International Nurse Recruitment Project Lead (Band 8A) x 1 post

This post will lead on the Trust's international nurse recruitment campaign, ensuring all supporting requirements are met to enable procurement-compliant recruitment. The postholder will organise and coordinate with suppliers and internal staff to interview candidates, coordinate all supporting requirements to facilitate bringing successful candidates into the country (including home office requirements) and will provide pastoral care to the INRs during the initial weeks following arrival. S/he will monitor the project's progress against objectives and report on these to relevant Trust committees. The postholder will also manage the clinical education leads to ensure a high Objective Structured Clinical Examination (OSCE) pass level, facilitating onward NMC registration for the international nurses.

International Nurse Clinical Education Leads (Band 7) x 2 posts

These postholders will design, plan, coordinate and deliver appropriate training to international nurses to adequately prepare them for OSCE. A 5-day structured programme is planned and this will be followed by supported learning within the ward setting over a further 2-week period. It is anticipated that the INRs will be ready for OSCE at the end of this programme of learning and will attend the OSCE assessment at that time. Successful completion of the programme and pass at OSCE will enable the INR to apply for NMC registration, which is normally completed within 35 days. The new registrant will then function in the staff nurse role and ongoing support will be provided through normal Trust processes such as preceptorship.