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Florence Nightingale School of Nursing & Midwifery

How overseas staff can help build a better NHS

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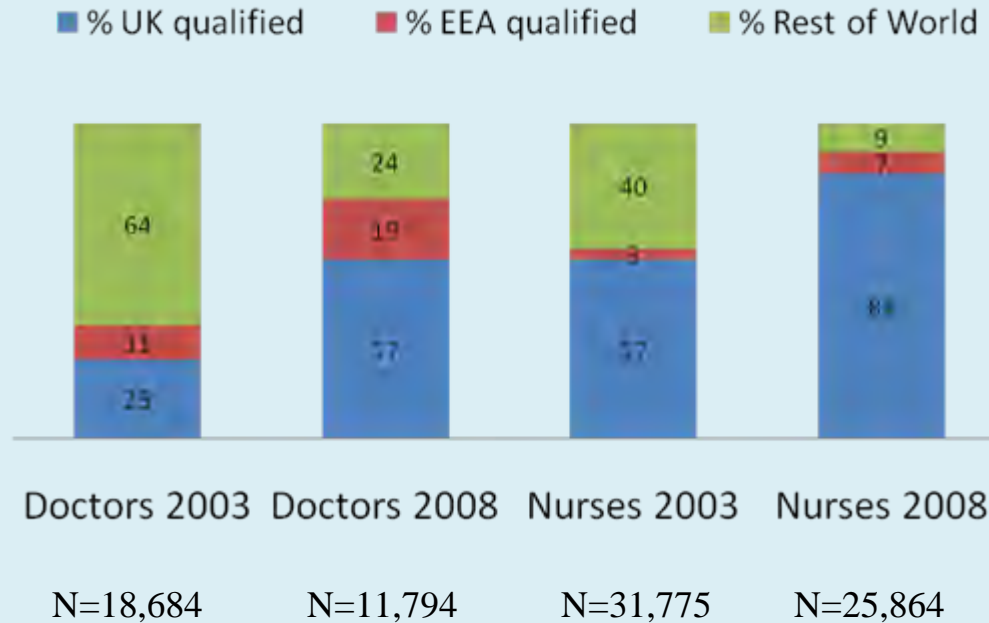
Research Background

- International recruitment initiatives in England (DH evaluation)
<http://www.kcl.ac.uk/schools/nursing/research/themes/workforce/projects/international/intrecruitment.html>
- Health professional mobility to/from UK/EU (NIHR SDO)
<http://www.sdo.nihr.ac.uk/projdetails.php?ref=08-1619-134>
- UK case study; part of 27 country project on EU health worker migration (EU FP7)
<http://www.euro.who.int/observatory/Studies/20090211>

Why is “Overseas” Important?

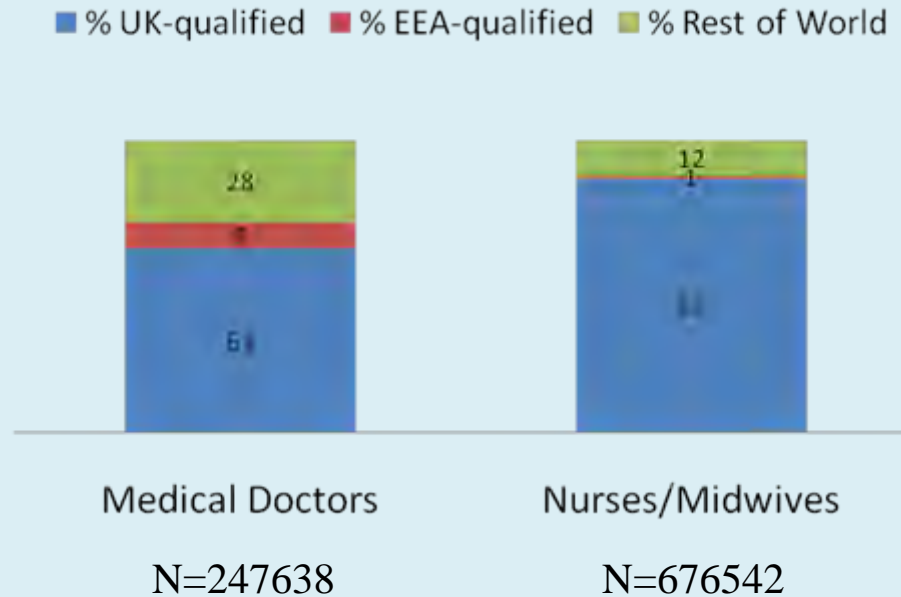
- UK – a key destination country for health professional migration
- Different policy phases:
 - 1998-2006: active international recruitment following NHS Plan
 - 2006: recruitment policy reversed; immigration rules tightened
 - 2008/9: further immigration changes

Inflows – New Registrations



Note: Sources defined by Primary Qualification

Stock – Totals Registered, 2008



Note: Sources defined by Primary Qualification

HR Implications

- Effective workforce integration is key to service quality
- Challenges:
 - Professional cultural differences (scope of practice; autonomy; team-working)
 - Language and communication (cultural use of language; communication styles; dealing with patients)

Professional Differences

- Scope of practice – role boundaries
- Multi-disciplinary team-working
- Professional autonomy
- Power relationships between professionals
- Content of healthcare jobs
- Values around e.g.
 - Patient autonomy and confidentiality
 - Psychosocial aspects of health/illness

Language and Communication

- Language skills
- Cultural use of language
 - expressions, colloquialisms
 - different versions of “English”
- Communication styles
 - Formal/informal – rapport
 - Information provision etc

Differential “Competence”

- Combination of:
 - Clinical/technical knowledge and skills
 - Language and communication
 - Culture – professional/system
- Narrow vs. holistic understandings

Some examples.....

- Allowing for different skills and experiences – IFP; OT
- Enabling challenge to existing practices – midwifery
- Managing expectations – radiography
- Facilitating progression/development re. workforce planning - nursing
- Others?

Summing Up

- Key research question: Were active international recruitment initiatives value for money?
- Costs not easily measurable – especially workforce integration costs
- Key role of HR in recovering “benefits”