



Report to:	Integrated Care Board
Date of Meeting:	11 January 2023
Subject:	Ethical International Recruitment: Kerala November 2022
Director Sponsor:	Jayne Adamson, Executive Director for People
Author:	Katy Marshall, Strategic Culture and Workforce Lead

STATUS OF THE REPORT: *(Please click on the appropriate box)*

Approve Discuss Assurance Information A Regulatory Requirement

SUMMARY OF REPORT:

The attached slides provide an overview of the work carried out in Kerala during November 2022 by Humber and North Yorkshire Health and Care Partnership, in building relationships with key partners in India and recruiting to a number of vacancies within our system.

RECOMMENDATIONS:

Members are asked to:

- i) Note the content.

ICB STRATEGIC OBJECTIVE *(please click on the boxes of the relevant strategic objective(s))*

Realising our vision	<input type="checkbox"/>
Improving outcomes in population health and healthcare	<input type="checkbox"/>
Supporting broader social and economic development	<input checked="" type="checkbox"/>
Tackling inequalities in outcomes experience and access	<input checked="" type="checkbox"/>
Delivering our operational plan 2022/23	<input type="checkbox"/>
Developing our ICS	<input checked="" type="checkbox"/>



IMPLICATIONS	
Finance	Finances to support the project up to £200k have been agreed and allocated through the Workforce Investment Committee.
Quality	As those offered positions, come to work within our organisations, the quality of care provision is likely to increase as staffing numbers improve.
HR	HR and international recruitment teams in individual organisations are responsible for HR elements associated with successful candidate.
Legal / Regulatory	None
Data Protection / IG	None
Health inequality / equality	None at this stage
Conflict of Interest Aspects	None
Sustainability	Long term relationship with Kerala Universities, medical and nursing schools to support an ethical partnership working.

ASSESSED RISK: *(Please summarise the key risks and their mitigations)*

Partner organisations turn to silo working: Regular project groups and sub-group meetings with representation from each partner organisation, with project and strategic lead support from the ICB. Governance arrangements in place.

The number of candidates recruited doesn't translate to appointments: HR sub-group in place, together with professional sub-groups to support candidates through the relevant pathway. Working in collaboration with NORKA team in Kerala and organisations in HNY already making contact with candidates and arranging regular meetings to support.

MONITORING AND ASSURANCE:

The progress and the impact of this project will be monitored through the Workforce Board.

ENGAGEMENT

Continued engagement with partner organisations and external stakeholders to retain a collaborative approach.

REPORT EXEMPT FROM PUBLIC DISCLOSURE No Yes

If yes, please detail the specific grounds for exemption