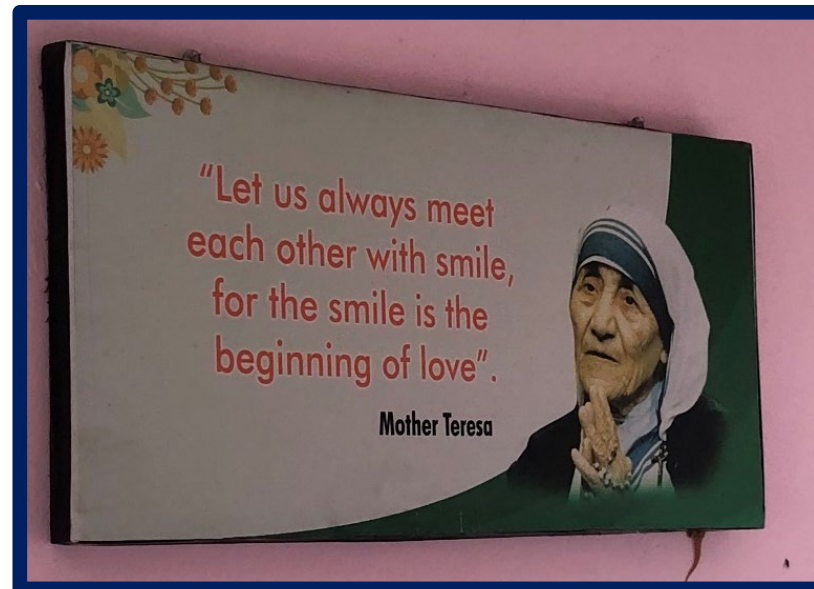




Humber and North Yorkshire
Health and Care Partnership

Ethical International Recruitment: Kerala November 2022



Our week in numbers:

10 Organisations

5 Days

80 Panels

794 Interviews

568 Successful Candidates





Humber and North Yorkshire
Health and Care Partnership



Humber Teaching
NHS Foundation Trust



**York and Scarborough
Teaching Hospitals**
NHS Foundation Trust



**Sheffield Health
and Social Care**
NHS Foundation Trust



St Andrew's
Hospice



Tees, Esk and Wear Valleys
NHS Foundation Trust



**Lincolnshire Community
Health Services**
NHS Trust



**Rotherham Doncaster
and South Humber**
NHS Foundation Trust



Lincolnshire Partnership
NHS Foundation Trust

Recruitment

- Candidate validity
- Value based questions
- Multi-sector led interviews
- The UK as we know it
- Joint decision making
- Cross organisational support

Partnerships

- Norka Roots
- Pushpagiri Medical and Nursing School
- MOSC Medical and Nursing School
- Family Practice
- Palliative Care Centres

Pathways

- Nursing
- Psychiatry
- Physiotherapy
- Radiography
- Social Work
- Speech and Language Therapy
- Dietetics
- Occupational Therapy
- Pharmacy

What our week looked like

We spent a week seeing candidates from various professions, visiting key health and care institutes, including medical and nursing schools and improving our knowledge and understanding of the Malayalis culture and understanding

[The careers fayre](#) saw a combination of 45 minute and 10 minute interviews taking place Monday to Friday, 9am until 5pm. Multi-organisational decision panels were held each day supported by a HR professional, to review scores and determine the right organisation for successful candidates.

A total of six health and care establishments were visited; medical and nursing schools, family practice and palliative care centres. These visits allow us to build long-term relationships and support the extension of existing Memorandum of Understandings.

We learnt that the State of Kerala is led by religion and truly believe in their identity of 'God's own Country'. Everyone we met was exceptionally kind and considerate, educated to a high standard and had dreamt of coming to work in the UK for a long time, where they see the possibility of a better standard of living and a higher level of income.



Pushpagiri Medical and Nursing School

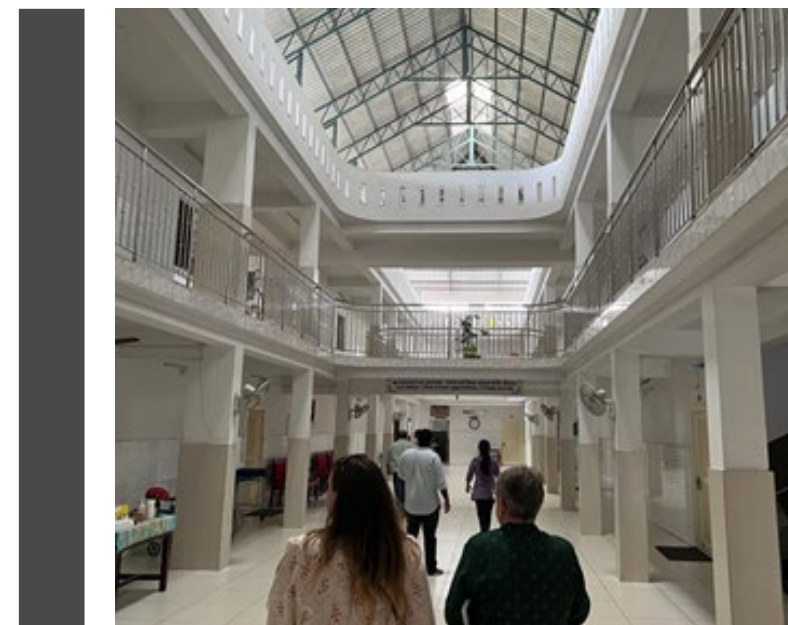
- 10th world-wide position in research
- Began as an 8-bed clinic in 1959
- Now over 1,000 beds
- Provides tertiary care
- 14 Operating theatres



MOSC Medical and Nursing School

- Started with 100 beds in 1970
- Now holds over 1,000 beds
- Multi-speciality hospital
- Medical school established in 2002





Hospice Care

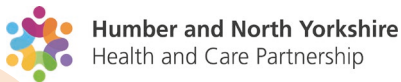
- Extensive community participation
- Hospital based hospice 'service at home'

Family Practice

- Community setting
- Over 200 patients seen a day
- 2-minute appointments
- Walk-in appointments



Interview Outcomes



Role	Conditional Offer	Total Interviewed
Psychiatrist	22	26
Mental health nurse	12	33
General nurse	161	210
Physiotherapist	35	45
Radiographer	5	11
Pharmacist	2	4
Speech and language therapist	6	6
Dietician	6	17
Occupational therapist	2	5

Role	Shortlisted	Total Interviewed
Social Workers	105	130
Senior support workers	199	307

2 physiotherapists
for St Andrews

11 psychiatrists
for TEWV

9 nurses for St
Hughs

3 speech and
language
therapists for
TEWV

102 nurses for
York &
Scarborough

5 psychiatrists for
HTFT

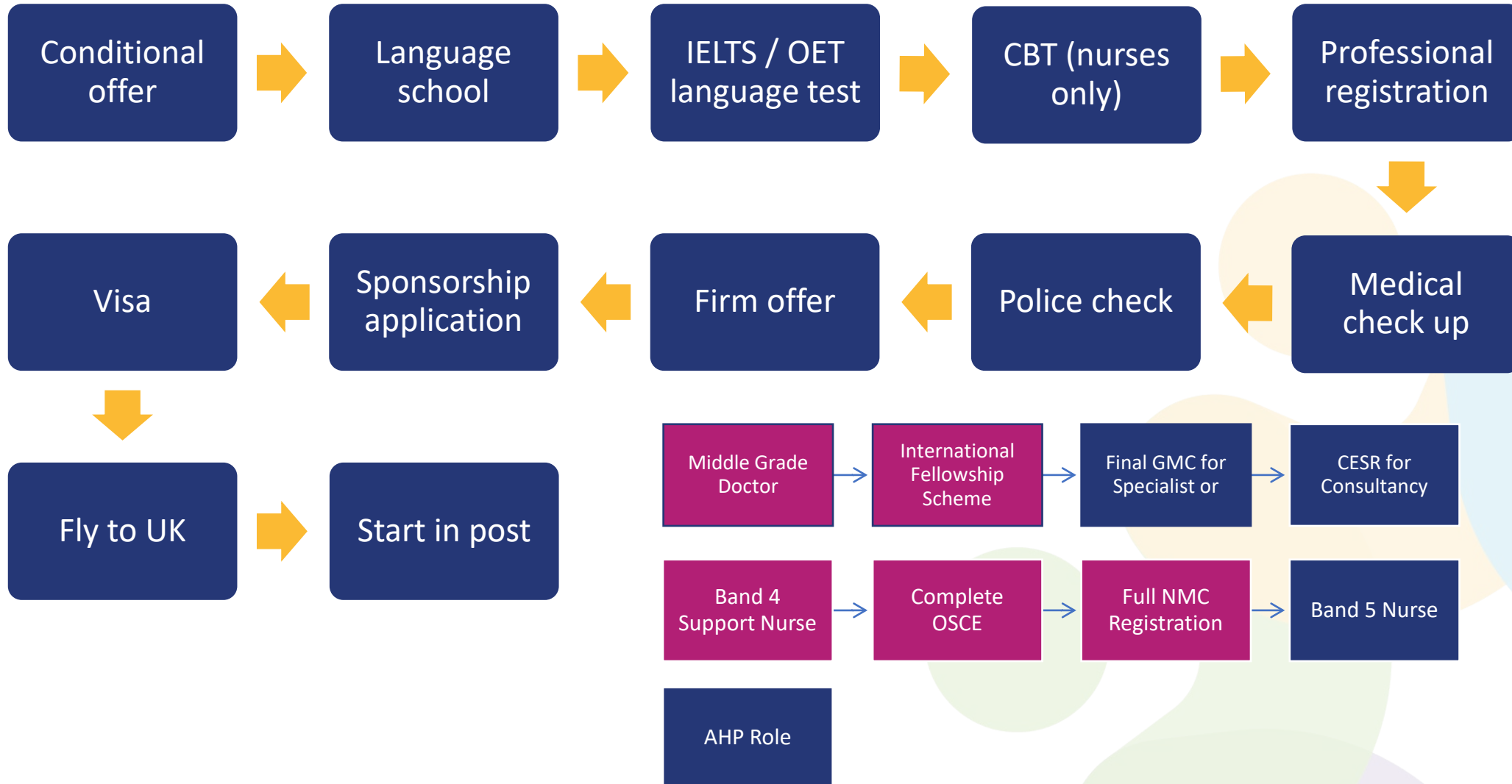
8 nurses for
RDaSH

1 pharmacist for
NAVIGO

1 practice nurse
for Haxby

2 dietitians for
York &
Scarborough

Candidate Pathways



“This was the first time I’ve been attending an international interview so I was definitely nervous. But the team handled it really well and made me feel comfortable. The pattern of questions were really helpful to understand what exactly you’re looking for and it was really great to know that the interview went well in a holistic way. Questions about the team work and how to work as a team etc. was really impressive

Regarding the future, I’m positive and really hoping I could join the team at the earliest. Looking forward to work with the NHS and maybe also be a part of the recruiting team in the future to get the best candidates for the NHS. Well! I was just telling my dream out, I apologise if I’ve crossed lines anywhere”

Amaljit

Our System wide offer



Flights and Airport transfer

Candidates will be welcomed at the airport and dedicated transport will take them to their UK accommodation.



Accommodation

Three month fully furnished accommodation paid for and support, advice and guidance on bringing family over to the UK.



Visa and Professional Registration

Candidates will be reimbursed for visa and professional registration costs when they start with us.



Practicalities

Support will be given to open UK bank accounts, register with a GP and navigating food shopping.



Holistic Introduction and Training

Bespoke welcome, familiarisation and training in the area of work with ongoing support and liaison.



Social Integration

Linking with community groups and networks, both locally and across our system footprint.

Lessons Learnt

Meeting with colleagues across the system before we went enabled us to build relationship with colleagues across the system and plan our approach

It would be helpful to make sure a debrief was done everyday, we didn't realise how emotionally difficult the interviews could be

Setting up the candidate area in a different way to help the flow for each element of the HR process and gathering information

Everyone understanding what the different scores for the English language test meant at the point of interview and the required score for the role

The way the interview panels were set up, multi-professional and across organisations worked well and helped to develop partnership working

The quality of candidates was incredible and the compassionate approach individuals took to their work and life was palpable

If we do this again, work with Norka Roots to shape how they prepare candidates for interviews and being more involved in the shortlisting process

Knowing the different roles of individuals on each day, having clear lunch times and breaks, including some down time for all involved

Build in some time to climatise prior to the interview week, the jet lag and time difference took a number of days to adjust too, during a very busy week

Language test cost and retention premiums

The cost of language test can be challenging for individuals to pay for; and can be equivalent to 3 months' salary. To enable more candidates to come over as qualified nurses, organisations within our system are keen to pay for successful candidates to undertake their language test. A low-risk approach and agreement needs to be explored and agreed as a system, together with the ethics of adding retention premiums to contracts.

Social workers and senior support workers

There was an influx of social workers interested in coming to work within our system, many of which have already passed their language test requirements. There is also a high number of qualified nurses, with a good standard of English language who wish to be recruited as a senior support worker and in time a qualified nurse (once they achieve the language requirements). System opportunities to be explored.

Growing interest

There is interest from NHS Wales and others to partner with us on the work we are doing with Kerala. The Department of Health would prefer to see a collaboration of organisations working together in Kerala rather than in competition and would also like our partnership to share our story and the benefits of the collaboration we are building.

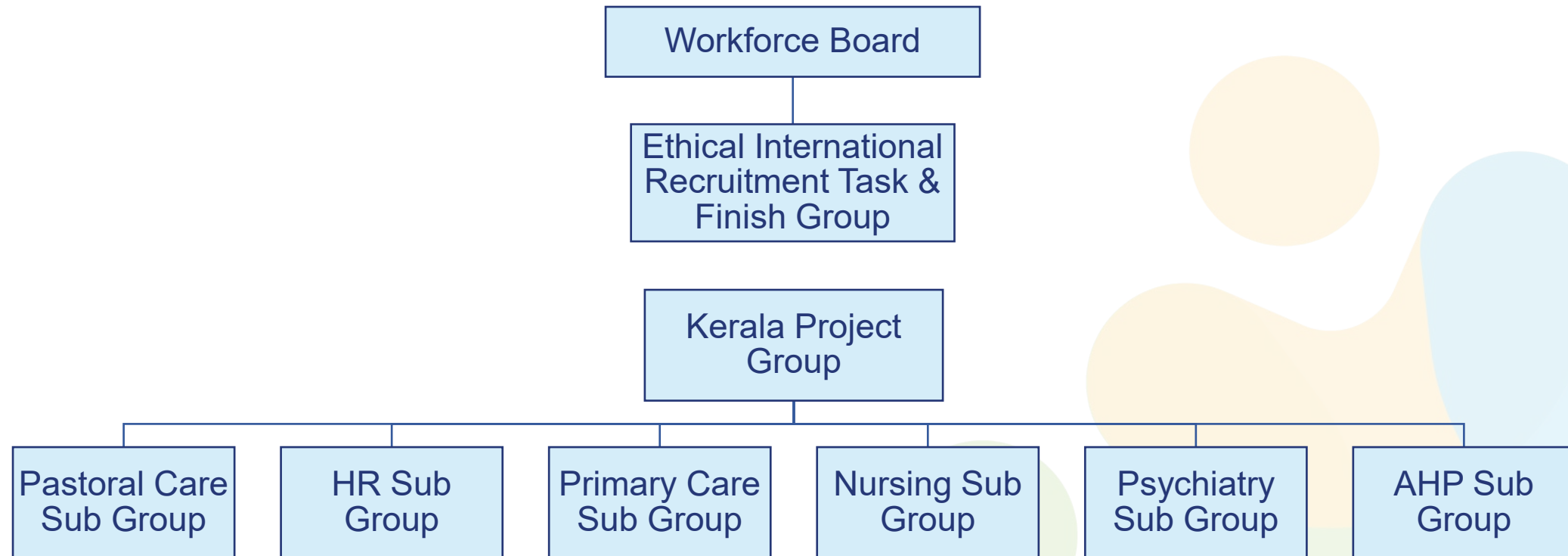
With over 2,748 qualified nurses, 690 pharmacists, 290 radiographers and many other professions applying for the roles within Humber and North Yorkshire Health and Care Partnership, there is scope for Kerala Phase 2.

Kerala Phase 2 potential

- Primary Care focus
- Social care opportunities
- Independent care providers joining partnership
- Hospices recruiting together
- Exploring midwife pathway
- More pharmacist, radiographers and nurse recruitment



Governance Arrangements







Humber and North Yorkshire
Health and Care Partnership

Thank You

