

INTERNATIONAL PERMANENT NURSE RECRUITMENT CAMPAIGN

Karen Miller, Head of HR for Resourcing, Wye Valley NHS Trust January 2021

This reference outlines Wye Valley NHS Trust's experience of collaborating with Cromwell Medical Staffing (CMS) with regards to international permanent nurse recruitment.

Due to high levels of nursing vacancies from 2018-19 the trust commenced an international nurse recruitment campaign to recruit over 90 international nurses from various countries across the globe. The aim of this campaign was to significantly reduce our nurse agency spend, improve staff engagement and morale, and sustain clinical standards by ensuring that we maintained a stable and permanent Band 5 workforce of Registered Nurses

In January 2019, CMS met with myself and a team of stakeholders at the trust to discuss our acute shortage of qualified nurses. Currently we rely on our Bank, agency nurses, domestic recruitment and international recruitment to fill our substantive gaps. We have worked with several agencies previously, with varied success. As such, we wanted to better understand how CMS could support in building and supplying a pipeline of international permanent nurses, reducing our dependency on agency nurses, improving patient outcomes and ensuring continuity of patient care.

CMS Proposal

We decided to work with several recruitment agencies – which would increase the volume of nurses arriving each month in larger cohorts. The nurses from CMS were of a high-quality standard and calibre and were supported well from the nursing/education and recruitment teams with a successful on-boarding programme.

CMS proposed a medium-term solution. As a result, through working with several agencies, lead times increased and as such we agreed that the best approach was to recruit international nurses from India and CMS led the way in sourcing majority of our nurses from India.

Wye Valley Team agreed to the proposed campaign, so we have provided CMS with interview dates. The CMS displayed an exceptional level of professionalism and provide us with quality nurses. We joined forces with the CMS team, ensuring interview panels were available, and run interviews between 8 -10 nurses via Skype in any 1 event.

Outcome

CMS have understood our needs and requirements, and this has resulted in a successful recruitment campaign. They send us regular reports with regards to the evolution of our campaign as well as nurses and predicted start dates.

To conclude, CMS have gone above and beyond in providing support with our international permanent nurse recruitment campaign and have been completely transparent and managed our expectations throughout. Thanks to Ioana and her teams, the nurses are working and bridging our recruitment gap. We have successfully recruited over 90 nurses within the last 12 months and it has been a great success and achievement to reach our goal. CMS have been part of that success as we have now achieved to reduce our Band 5 Registered Nursing gap which has contributed to better patient care, consistency of care and staff morale, as there are now substantive nurses on the wards to and we have reduced agency nurses. Our vacancy rate has come down from 22.85% in December to 8.96% in May 2020. We continue to reduce agency spend and in time, this should lead to improved patient outcomes and continuity of care!

Thank you Ioana and her team!



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