### R&S - APPENDIX 13

### Briefing and Guidance on International Recruitment Code of Practice

**Background**

NHS Scotland has a code of practice in place for the recruitment and employment of healthcare professionals from developing countries.

The code seeks to avoid damaging healthcare provisions within developing countries by losing domestic medical expertise to developed countries keen to solve staffing shortages.

The following briefing and guidance illustrates the requirements of the code of practice for the international recruitment of healthcare professionals in Scotland and the implications for NHS Fife.

**Code of Practice**

The code of practice applies to the appointment of all healthcare professionals, which includes: Medical staff; nurses; dentists; radiographers; physiotherapists; occupational therapists and all other allied health professions. The attached chart outlines the countries covered by the code of practice.

The main principles of the code are:

* Guide Scottish healthcare organisations and recruitment agencies in ethical international recruitment practices.
* Set principles and standards for all healthcare organisations to follow, particularly by ensuring active recruitment is not targeted at developing countries, and this includes temporary and locum staff.
* Raise awareness of health worker migration and to mitigate the adverse effects.
* Demonstrate that Scotland is concerned with protecting the healthcare systems of developing countries and as such will incorporate robust monitoring procedures ensuring compliance of the Code.
* Build efficient support structures to assist international professionals into a career in NHS Scotland and ensure that the recruitment procedure is a mutually beneficial experience.
* Set benchmarks to support the international healthcare professional be recommending robust induction procedures, mentoring support and provision of professional programmes.

**Application of Code of Practice**

The code of practice identifies 12 practice benchmarks and NHS Fife commits to adhere to these;

1. No active recruitment of healthcare professionals will take place from developing countries.

2. All international recruitment by healthcare employers will follow good recruitment practice and demonstrate a sound ethical approach.

3. International healthcare professionals will not be charged fees in relation to gaining employment in the UK.

4. Appropriate information about the role applied for will be available to all international healthcare professionals.

5 All international healthcare professionals will have the appropriate level of English language to enable them to undertake their role effectively and meet registration requirements of the appropriate regulatory body.

6. All appointed international healthcare professionals must be registered with the appropriate UK regulatory body.

7. All international healthcare professionals required to undertake supervised practice should be fully supported in this process.

8. All international healthcare professionals will undergo the normal health assessment prior to commencing employment.

9. All international healthcare professionals will have appropriate checks undertaken for any criminal convictions or cautions as required by UK legislation.

10. All international healthcare professionals offered a post will have a valid work permit before entry to the UK unless they are from the EEA area.

11. Employers should respond appropriately to applications from international healthcare professionals who are making an individual application.

12. All newly appointed international healthcare professionals will be offered appropriate support and induction to ensure that they are clinically and personally prepared to work safely and effectively within the UK health system. The provision of a mentor is essential.

In summary these benchmarks seek to eliminate active recruitment from developing countries unless there exists a government to government agreement for healthcare professionals from their country or be targeted for employment (Appendix 13). Individual healthcare professionals from developing countries, who volunteer themselves by individual, personal application, should be considered for employment.

Details are also provided in relation to levels of communication, support and principles which should be considered in relation to appointments.

The guiding principles of the code are:

International recruitment is a sound and legitimate contribution to the development of the healthcare workforce.

Extensive opportunities exist for individuals in terms of training and education and the enhancement of clinical practice.

Developing countries will not be targeted for recruitment, unless there is an explicit government-to-government agreement with the UK to support recruitment activities.

International healthcare professionals will have a level of knowledge and proficiency comparable to that expected of an individual trained in the UK.

1. International healthcare professionals will demonstrate a level of English language proficiency consistent with safe and skilled communication with patients, clients, carers and colleagues.

2. International healthcare professionals legally recruited from overseas to work in the UK are protected by relevant UK employment law in the same way as all other employees.

3. International healthcare professionals will have equitable support and access to further education and training and continuing professional development as all other employees.

**Implementation of the Code**

NHS Fife fully supports the values and principles of the code of practice and requires appointing officers to ensure that all overseas appointments consider the ethical and moral implications of appointing from developing countries. NHS Fife’s HR Department will support appointing officers in interpreting the application of the code of practice and submit annual monitoring return to the SGH&SCD.

Should you be considering appointing from overseas you should take advice from the appropriate HR Officer in the first instance.