

# International Nurse Recruitment

Building a Workforce for the Future

University Hospital

## Case Study



### | The Challenge

The Trust needed high-volume, international recruitment of experienced Nurses from both EEA and Non-EEA countries.

To ensure exceptional quality and high staff retention rates, they also needed additional support and expertise in understanding the legislative requirements associated with the recruitment and deployment of international Nurses.

An internal infrastructure, to support the high volume of these international recruitment campaigns was an additional requirement; alongside establishing the OSCE training process.

### | Our Approach

Working with the Trust's key stakeholders, we focused on the core internal competencies for a value added service.

Our collaborative approach was designed to increase candidate attraction; ensuring that UHCW is seen as an employer of choice in the international market.

### | The Solution

Through carefully designed thought processes, designed to meet the needs of UHCW and their Nurses, we were able to maximise on candidate attraction in a highly competitive market place. As part of our service we delivered the following core services:

- OSCE course development
- Accommodation planning
- Mapping the candidate journey
- An ongoing commitment to pastoral care

## Results at a glance

- New pool of international Healthcare Professionals successfully secured
- 494 Nurses deployed as of January 2023
- Ongoing pastoral care and community events

**£31.9m**

**Forecasted savings against agency spend**

**90%**

**Retention rate, past 18 months**

## | The Results

We were able to deliver cohorts of Nurses for UHCW in as little as 6 weeks from the recruitment request. Alongside providing forecasted savings against temporary staffing and bank spend of just over £31.9 million, the project also helped develop a support network of international Nurses.

This, in turn, helped improve the Trust's levels of staff retention, and provided an established community to help support the delivery of future recruitment campaigns in-line with the Trust's requirements.

## | Additional Benefits

In recognition of the highly successful recruitment campaign, ID Medical, in collaboration with UHCW, organised and sponsored an event at Coombe Abbey, designed to recognise and give thanks to, the fantastic impact the Nurses have had at the Trust.

This was also a wonderful opportunity for UHCW, the Nurses and ID Medical to all celebrate in the success achieved, together.

## | What our client says

“

*The Nurses recruited have made an excellent impact to our overall vacancy rate and supported reduction of agency spend in key shortfall areas.*

*ID Medical continues to be our preferred agency for international Nurse recruitment due to the quality of service they have offered to the trust and their Nurses.*

”

**Amar Bhagwan**  
Director of Procurement



## Why us:

**20+**

Years of experience

**8m+**

Hours delivered

**600**

Healthcare Specialists

**95%**

Trusts regularly working with us

**100k**

Pool of Healthcare Professionals

**98%**

Average NHS Audit score Platinum status

## Our services:



### Staffing Solutions

Full-time, part-time, temporary or permanent, we fill over 8 million plus hours a year.



### Clinical Services

Insourced, outsourced, virtual consultations and triaging – we help reduce patient wait times.



### Workforce Technology

A fully interoperable, modular platform powered by Clarity to manage all staffing needs.



### Managed Services

Master, Neutral & Hybrid Vendor Services, plus Recruitment Process Outsourcing.

## Contact us:

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