

Document 2

From: [redacted]

Sent: 18 October 2021 15:02

To: [redacted]

Subject: FOR ACTION: International Recruitment - Letter and Template for Issue

Importance: High

Dear all

Further to recent announcements by the Cabinet Secretary for Health and Social Care regarding a range of measures and new investment being put in place as part of winter planning for Health and Social Care, including measures to support international recruitment, colleagues will remember that earlier in the summer SG wrote to all Boards following a workshop with Yeovil District Hospital in terms of preparing for and fully supporting international recruitment of nurses. This included a self-assessment readiness checklist to assist Boards with their preparation, setting out the elements that should be considered and identify where there are any shortfalls in provision may be and what could be put in place to address these. (checklist attached to this email).

SG are aware that a number of Boards have already engaged with Yeovil or have taken other action to progress international recruitment, and as detailed in their letter of 5 October, Scottish Government are now contacting each Board to provide plans on readiness and how they will be taking forward international recruitment to contribute to the target of recruitment of 200 registered nurses from overseas by March 2022 as announced by the Cabinet Secretary and are therefore asking that you or your recruitment lead complete the attached template and return it to [redacted] by close of business on **1 November 2021**

I would therefore be grateful if you/your recruitment lead could complete the attached template and return it direct to [redacted] by the deadline.

Many thanks

[redacted]

NHS National Services Scotland
Gyle Square
1 South Gyle Crescent
EDINBURGH
EH12 9EB

Tel: [redacted]

Email: [redacted]

Template as referred to above

Health Board	Lead Contact/Contacts	Position

On 22 September two letters issued detailing financial support to build capacity within recruitment teams. The first allocated non-recurring funding for the purpose of building increased capacity within Board HR teams to manage additional recruitment. The second allocated recurring funding for the purpose of creating a dedicated International Recruitment resource within your Board area.

Please provide details of how the creation of a dedicated internal recruitment resource has progressed and timescales for any appointment.

In addition to staff resources what plans have been developed to increase the use of international recruitment (please share any documentation/plans you may already have) to contribute to the recruitment of 200 registered nurses by March 2022 as announced by the Cabinet Secretary for Health and Social Care on 5 October (including additional funding announced to meet the costs of overseas recruitment)? Please include all options being explored and the numbers you are planning to recruit by March 2022 or have already recruited

If you have not yet begun planning for international recruitment please tell us when this will begin. If you do not plan to recruit staff from overseas (perhaps another health Board is recruiting on your behalf or you are looking to collaborate with another Board/s) please explain why.

What is your timescale for starting international recruitment this financial year and beyond (particularly if you have not begun planning)

Have you/will you be engaging with a recruitment agency? If so which agency? (Can mention more than one if that is the case).

Would you find it useful to work with other boards to progress international recruitment as a consortium?

Is there any other support that you would find helpful? For example a meeting to discuss, make a connection with a recruitment agency etc. To note that there is a Short Life Working Group on International Recruitment as part of the planning for the Centre for Workforce Supply which discusses any potential barriers. If not already represented and you would like your Board to be included on the group or receive updates from the group please let us know and your details will be passed on.

Document 3

From: [redacted]
Sent: 21 October 2021 12:16
To: [redacted]
Cc: [redacted]
Subject: Talent Without Boundaries

Hello [redacted],

By way of a short introduction, I have [redacted] team and am now looking at the work around bringing in Refugees to work in the Healthcare system.

As part of that I'm following up on a discussion which took place between [redacted] and [redacted] around this – the Bridges programme specifically, where [redacted] had indicated that GG&C would be interested participating in a UKG pilot possibly bringing in refugee nurses. [redacted] is looking to see if there are any further plans around this. I understand that you would be the best person to speak with about this? Would you be free to speak about this sometime?

I should mention that alongside myself, there are also some other new team members – [redacted] who are working on International recruitment. They would also like to meet with you so I thought it may be an idea to set up a meeting where we could all meet and chat through the various areas, rather than attempt separate meetings.

Please let me know your thoughts and I look forward to meeting you,

Regards

[redacted]

[redacted]
Capacity Building and Recruitment Strategy
Health Workforce Directorate
[redacted]