

AHP International Recruitment Pastoral support checklist

An essential list of actions and support recommended to provide an enhanced pastoral experience for AHP IR workers coming to the UK.

Prior to arrival

- Welcome letter.
- Information pack, ie what to bring, clothing needed, adaptors, local area.
- Details about accommodation (subsidised or otherwise).
- Pre-employment arrangements; occupational health appointment, uniform / badge orders

Arrival

- Meeting recruits at the airport.
- Welcome pack including essential groceries, bedding, kettle, etc.
- Information pack ie local area, utility companies, doctors, dentists, emergency contacts.
- Connecting recruits with local communities and existing staff networks, eg. WhatsApp groups.
- Greeting lunch / welcome dinner with previously recruited international recruits, ward managers and other clinical staff.
- Facilitating recruits to open a bank account, such as pre-booking their bank appointment.
- Support for registering with a GP
- Information on local transport options
- Facilitating the retrieval of the new recruits Biometric Residence Permit from the post office.
- Tour of the local town, including a visit to the supermarket, places of worship, bank, post office and attractions etc.
- Salary advance / advice.

Induction and Beyond

- Corporate and social induction, including additional support for overseas recruits.
- Supported learning about UK and NHS culture and values.
- Professional specific training and education eg OSCE programme.
- Buddying and peer support arrangements, preferably with previously recruited overseas nurses.
- Ongoing professional development, career planning.
- Preceptorship or equivalent arrangements.
- Introduction to health and wellbeing offers provided by the trust.
- OSCE test date and travel organised

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Adapted from NHE Employers International Recruitment Toolkit:
[NHS International recruitment toolkit \(14.12.21\).pdf \(nhsemployers.org\)](#)