

Global Radiographers Programme



Ethically recruiting high quality overseas Diagnostic Radiographers for the NHS

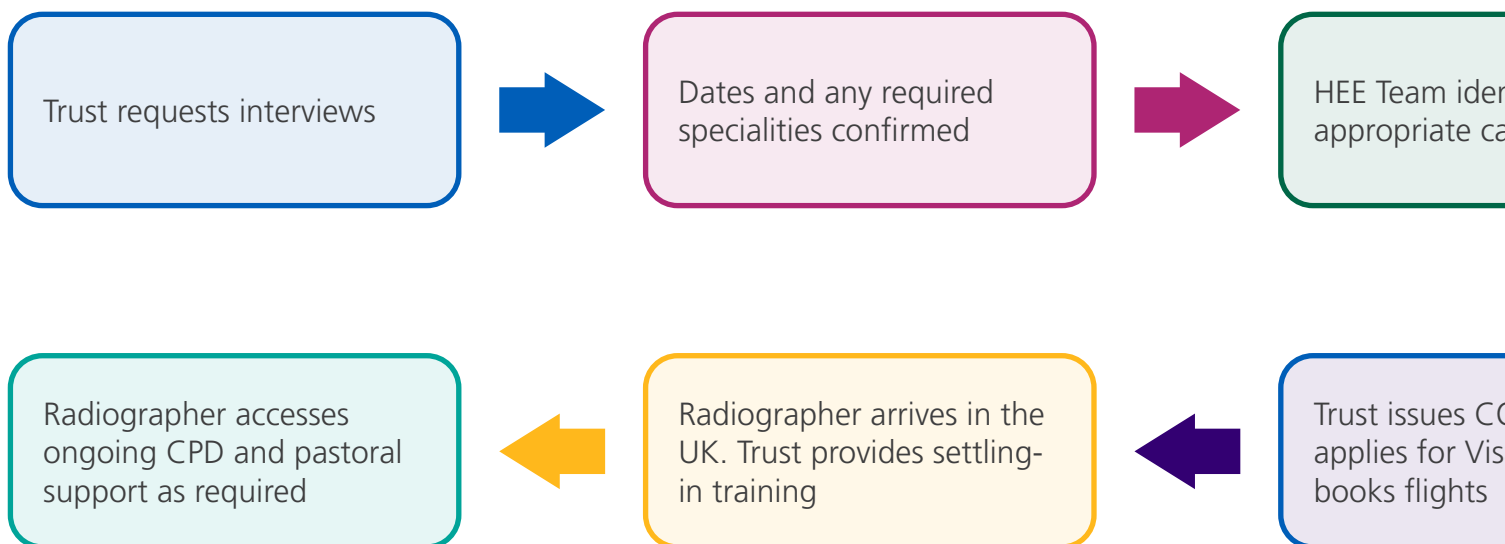
Introducing the Global Radiologists Programme

The Global Radiologist Programme operated by NHS Health Education England (HEE) is the only in-house nationwide NHS recruitment programme for overseas Diagnostic Radiographers to work in the NHS. We source motivated, experienced international Radiographers on behalf of a growing number of Trusts in England.

All applicants to the Programme must already hold a recognised Diagnostic Radiography qualification, have already achieved the required English Language qualification to meet HCPC and UK Visa requirements, and have at least 2 years of relevant post-qualification experience at the time when they apply to the programme. We can source Radiographers across all specialities, including plain film, CT, MRI and Sonography.

Our dedicated Programme Team will identify the candidates that meet your brief in terms of specialties and arrange the interviews for you. All interviews are conducted by video conferencing, and we'll then support Trusts to issue job offers and support you whilst you take the Radiographers through your onboarding process and arrange for them to fly to the UK. We share best practice with Trusts on areas including pastoral support and on-boarding, and work with the HCPC and UK Visa & Immigration Services on behalf of all our Trusts to resolve any issues that may arise as soon as possible.

Process overview



Typical timescales:

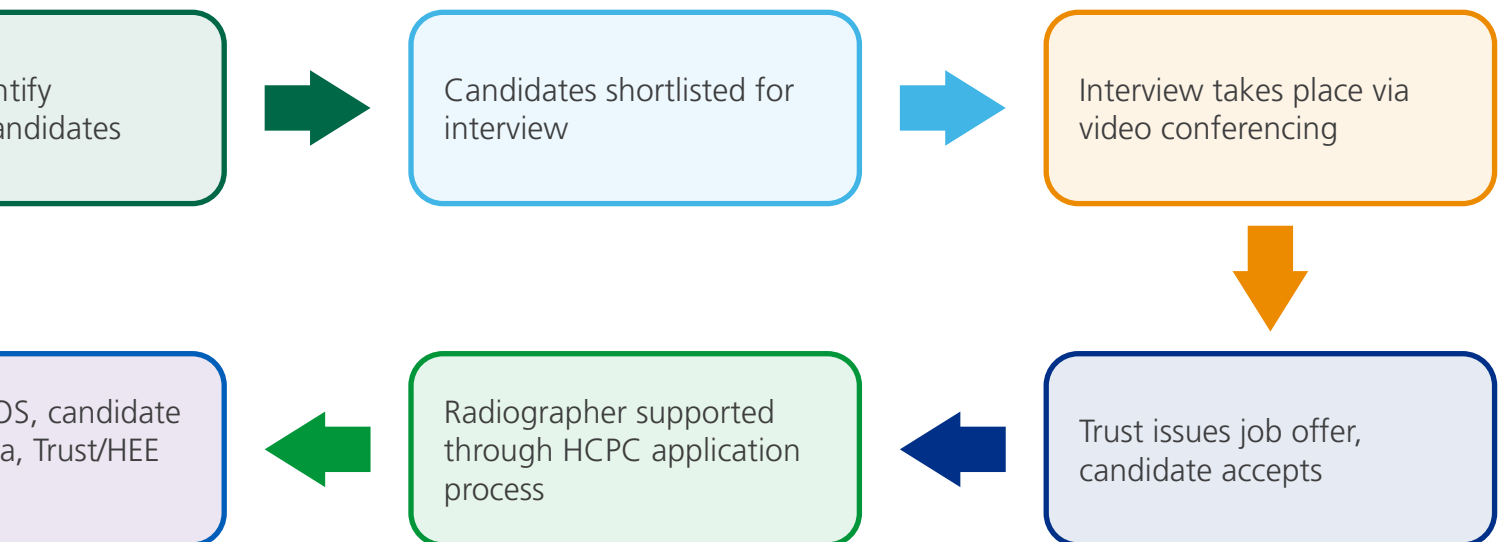
- From requesting interviews to interviews being arranged – minimum of 2 weeks.
- From date of interview to candidate arrival in the UK – usually between 20 to 26 weeks, though can be longer.

Working on behalf of our Trusts, HEE will:

- Co-ordinate and promote the Programme
- Manage all relationships with overseas Partners, the UK Visa & Immigration Service and the HCPC.
- Shortlist candidates and arrange the interviews
- Share best practice between Trusts
- Support and advise Trusts throughout the process
- We can also take on responsibility for sourcing/booking flights for Trusts if required

The Trust is expected to:

- Identify the number of Radiographers you wish to interview
- Conduct the interviews over video conferencing
- Issue conditional offer letters promptly after interviews
- Complete the pre-employment checks and issue a Certificate of Sponsorship
- Book/pay for flights and collect the Radiographer from the airport
- Provide 3 months accommodation on arrival
- Provide a settling-in training package
- Provide ongoing pastoral support



quicker if the candidate has already received their HCPC registration.

That all sounds good. How much does it cost?

All Trusts are charged the same commission, regardless of the number of Radiographers they recruit through the Global Radiologists Programme, which is 12% of their starting salary band. The fee is paid only when the Radiographer arrives in country, so there's no up-front fees or financial risks. The Trust will also have other costs to pay too – including flights and 3 months accommodation, plus the fees payable to the Government for employing a migrant worker and the cost of the Certificate of Sponsorship.

This is something my Trust wants to be a part of! What do I need to do next?

Contact us at global.ahps@hee.nhs.uk and a member of our team will get back to you within 48 hours to discuss the programme in more detail and what the next steps are.

Benefits of using the Global Radiographers Programme:

- The only NHS in-house International Radiography Recruitment Programme
- Ethical international recruitment
- All candidates meet the HCPC and UKVI English Language requirement as a minimum at the point of interview
- High volume of quality applicants
- High interview-to-arrival conversion rate
- No upfront costs and fixed, ethical fees for all Trusts
- NHS to NHS procurement
- All interviews arranged for you and no time-consuming overseas recruitment visits
- All Trusts fully supported by dedicated HEE Team.