

HEE Webinar: International recruitment of AHPs and their experiences.

Co-producing our future support for ethical and sustainable international recruitment of Allied Health Professionals (AHPs).

Tuesday 25th January 2022 - 12.00-13.30



#InternationalAHP

International Recruitment of AHPs and their experiences.

Introduction

- Housekeeping & support
- Purpose
- Overview & quick recap
- Case study
- Discussion / polling
- Close (by 13.30)



#InternationalAHP

Purpose of today....

- These webinars are about bringing together current AHP international recruits and employers to:
 - Hear real examples of international recruits. Their experiences of coming to work in the UK.
 - Gain views and ideas about how best to support the development of international recruitment of AHPs in England.
 - Highlight key potential areas of development based on the experiences of international recruits and service employers.
 - Gain consensus for future interventions over the course of next 12 months.
- Planned for approx. an hour but have timetabled in for 1½ depending on the level of discussion.



Overview

- Estimated shortfall of AHPs by 2024 is in region of 27,000.
- Growing recognition of the potential benefits of international recruitment of AHPs.
- New HCPC AHP registrations through the international recruitment route, fell in 2020 to about 5000 (COVID & Brexit), but are recovering in 2021 (up to about 8000 by November 21).
- Already well funded NHSEI Nursing / Medic programmes with national and regional based teams.
- Whilst recruitment processes will be similar, AHPs have particular issues that need consideration:
 - 14 professional groups, and low ethnic diversity baseline.
 - No similar international recognition of profession &/or training
 - Limited knowledge of global markets to indicate “surplus” or suitable trained professionals to ensure ethical practices.
 - Smaller numbers required overall and per organisation.
 - Limited wrap-around support for the long term.

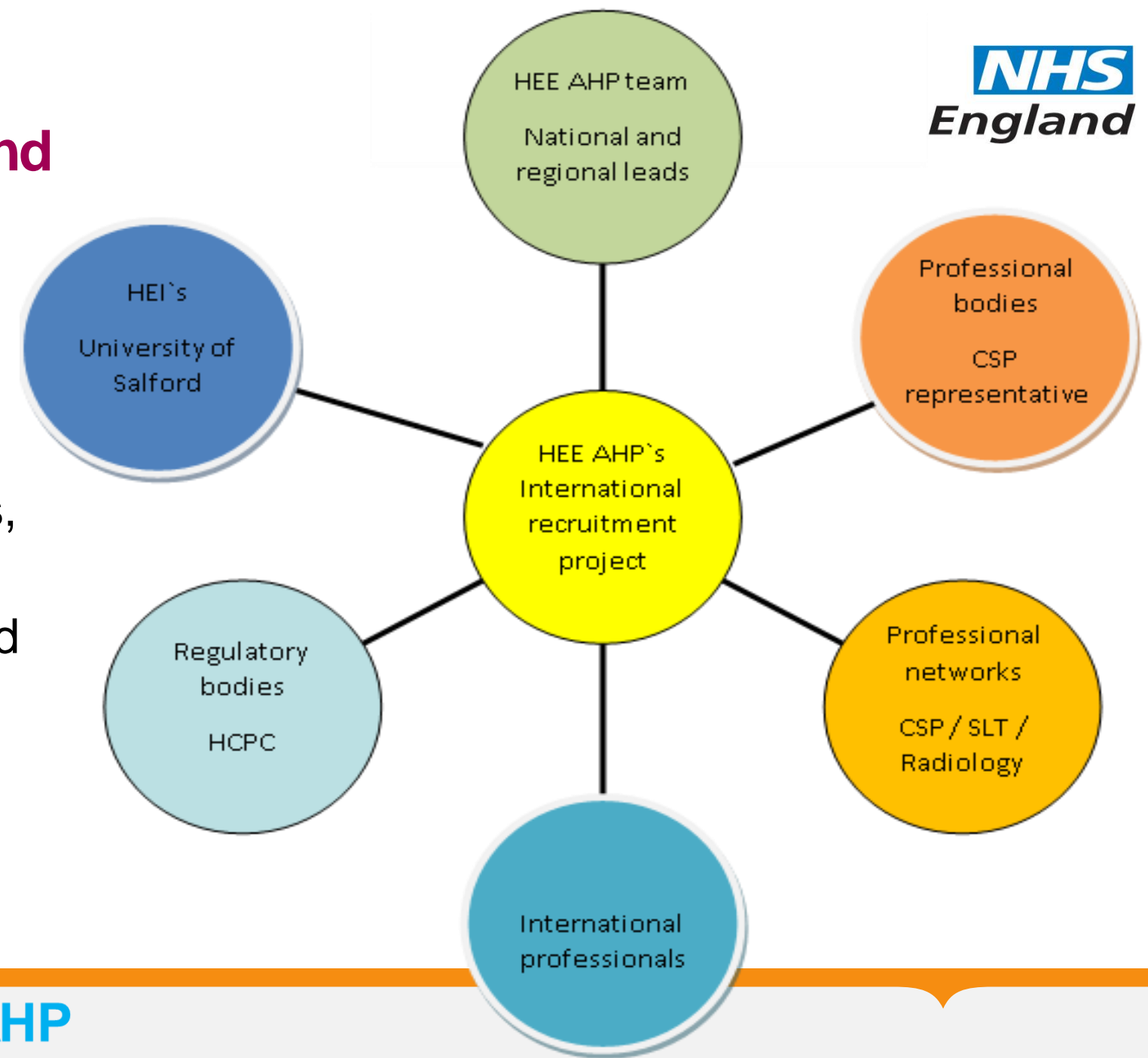
Webinar 1 (18th Jan 22):

- Key points in summary

- **Polling results – Deepak will talk through.**
- **Additional comments / themes in the chat during webinar:**
 - **Widespread praise for the lived experience of Philip and his journey – brought issues to life for many in the webinar.**
 - **Recognition of the complexity of the process for both employers and recruits, and a wide breadth of knowledge & experience across all parties:**
 - a. Would be benefits in streamlining process, utilising leadership at system level;**
 - b. Would be benefit to do this at scale and in collaboration across organisations;**
 - c. There is lots to learn from nursing colleagues who are doing this at scale, particularly around on-boarding / pastoral support / cultural adaptation;**
 - d. Recruits would benefit from support in application for registration & employment;**
 - e. Greater accessibility (through differing channels) and awareness of the HCPC processes and timeframes would also help employers.**

Health Education England

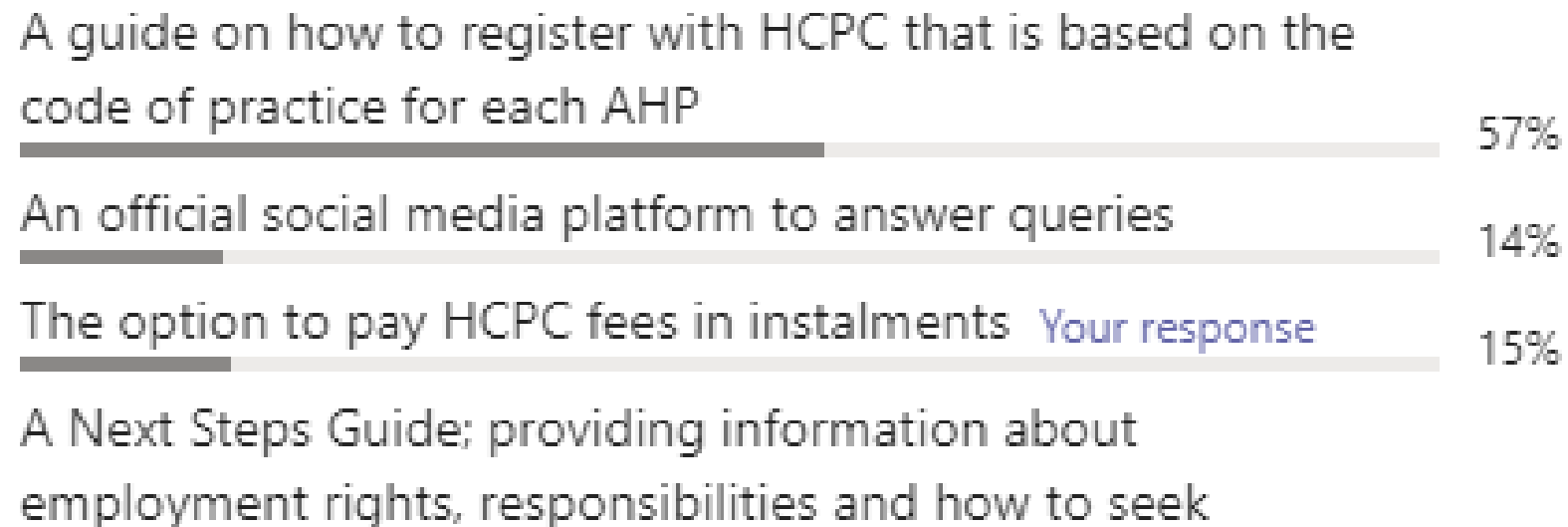
- Right numbers , Right skills, Right time
- Gap between education and employment
- Communication
- Relationship building.



1. During HCPC registration which of these options will be the most helpful?

- a) A guide on how to complete the HCPC registration based on the code of practice for each AHP.
- b) An official social media platform to answer queries
- c) Option to pay HCPC fees in instalments
- d) Next steps guide providing information about rights and responsibilities and how to seek employment.

Which of the options below would be most helpful to international AHPs undergoing HCPC registration?

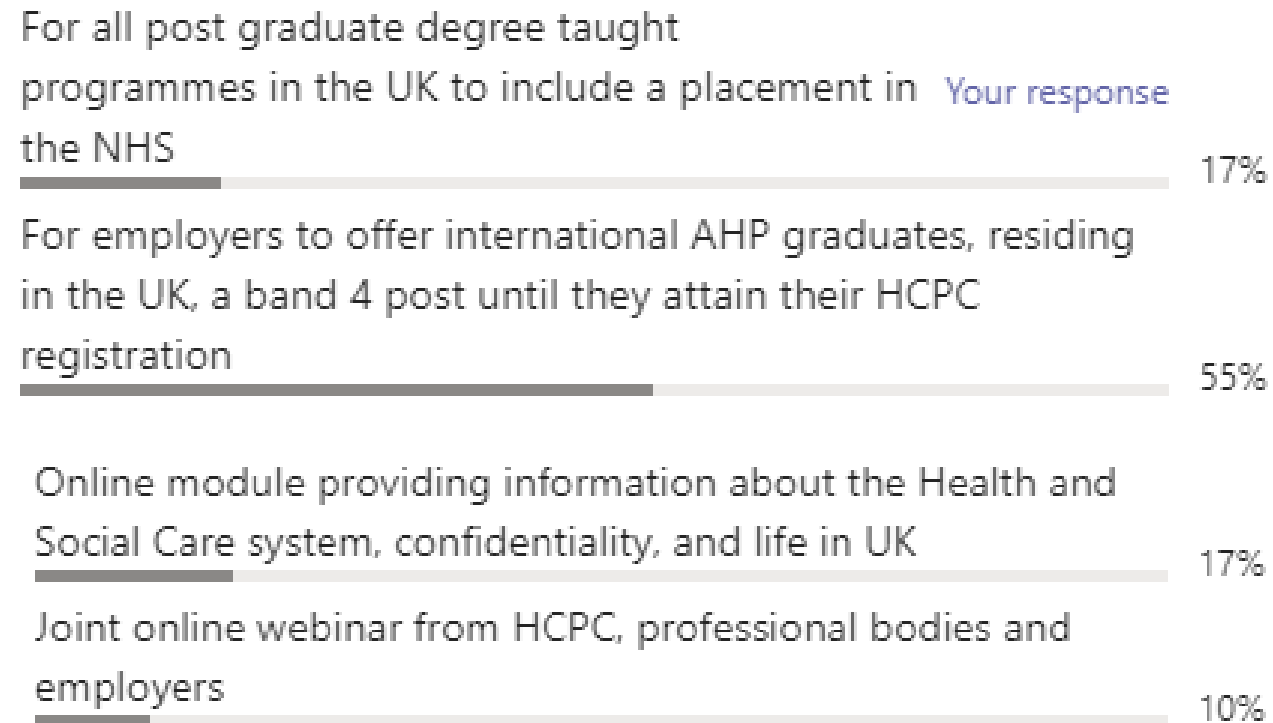


180 responses

2. To bridge the gap between education and employment which of the following options would be most useful:

- a) For all post graduate degree taught programmes in the UK to include a placement in the NHS.
- b) For employers to offer international AHP graduates, residing in the UK, a band 4 post until they attain their HCPC registration.
- c) Online module providing information about the Health and Social Care system, confidentiality, and life in UK.
- d) Joint online webinar from HCPC, professional bodies and employers.

To bridge the gap between education and employment
which of the following options would be most useful?

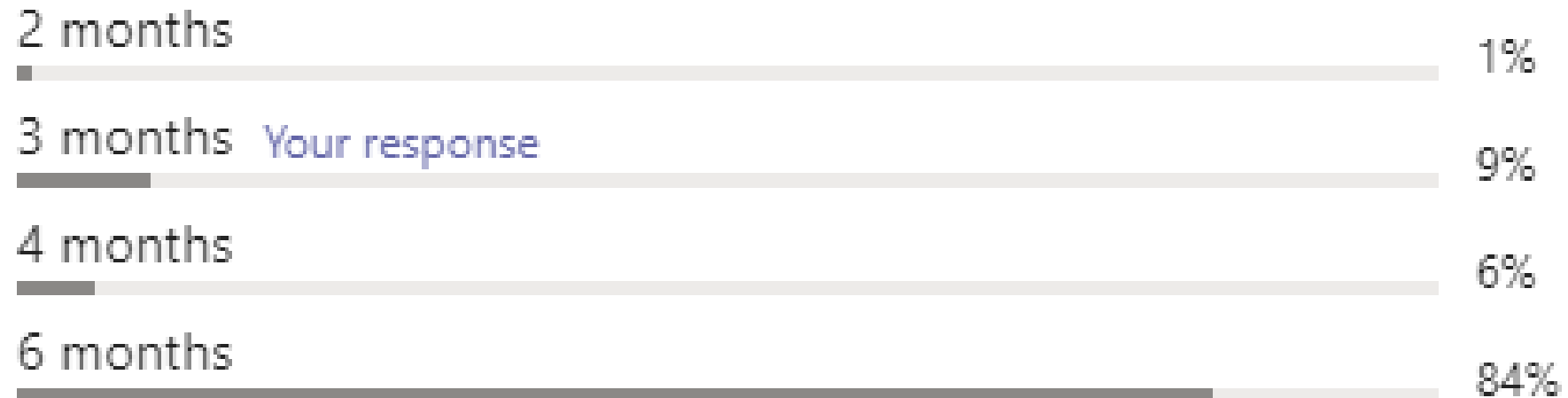


178 responses

3. How long should the international preceptorship programme run?

- a) 2 months
- b) 3 months
- c) 4 months
- d) 6 months

How long should the international AHP preceptorship programme be?



181 responses

Recruitment and preceptorship

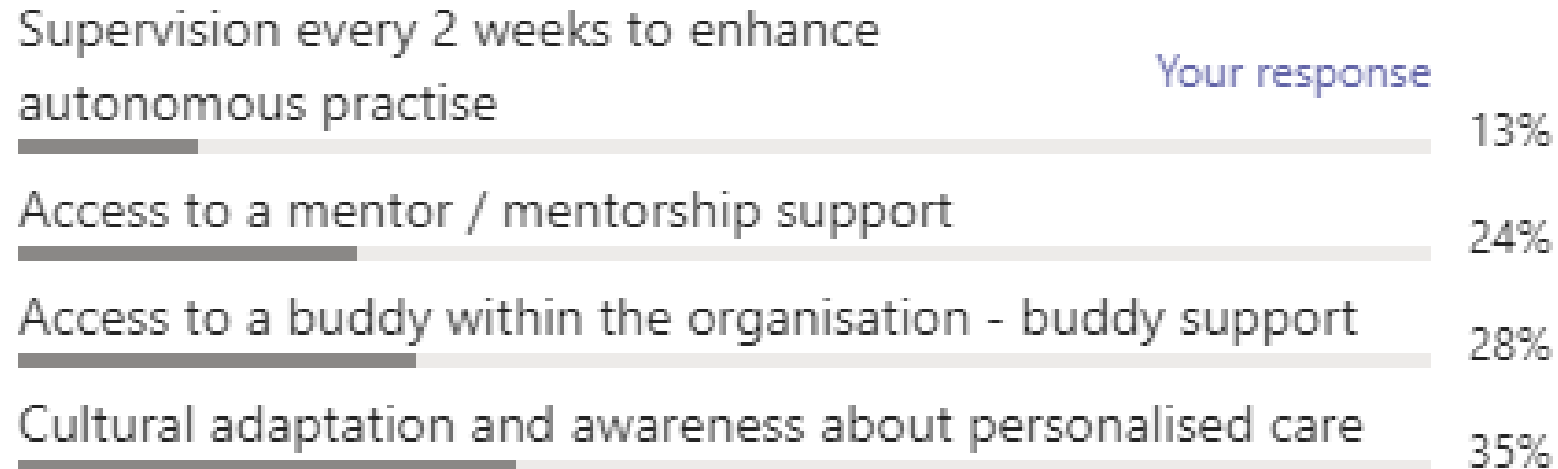
Case study

- Physiotherapist – currently in UK – Philippines
- Common themes: Information about NHS system, challenges with accommodation, family commitments
- Support in first 6 months – Personally and professionally
- Cultural aspect – Community
- Supervision, personal and professional support
- AHPs getting paid on time.

4. What would be most useful to include in the international preceptorship:

- a) 2 weekly supervision and development as an autonomous practitioner.
- b) Access to mentor.
- c) Access to buddy in the organisation.
- d) Cultural adaptation and awareness about personalised care.

What would be most useful to include in the international AHP preceptorship programme?



71 responses

Lived experience

Fitness to practice referrals

Case study

- HCPC referrals
- Physiotherapist
- Locum work
- Common themes: NHS system knowledge, Lack of clinical placement

5. What would be most useful to help with reducing fitness to practice referrals to HCPC

- a) First six months free or reduced fee for the professional bodies' membership.
- b) Information about rights and responsibilities at time of HCPC registration.
- c) Appropriate clinical and managerial supervision.
- d) Access to mentor.

Recruitment

Case studies :

- Therapeutic radiographers
- NHS trust managers
- Interviews
- Autonomous practice
- Common themes:
 - HR barriers, Financial challenges, Visa issues

6. What would be most helpful to managers at NHS trusts and organisation to support IR AHPs.

- a) Support with accommodation, food, and finance in the first 3 months.
- b) Trust benchmarking template to self-assess and plan for resources.
- c) Managers guide to support International AHPs
- d) Support with the development of business case.
- e) Financial incentive to NHS trusts to support placement.

Retention and continuous professional development

- First 6 months
- Equality at work
- Career progression opportunities
- Secondment
- Common themes: lack of support, lack of awareness, financial challenges.

7. What would help with retention of international AHPs.

- a) Equality in workplace and career progression opportunities.
- b) CPD opportunities
- c) Flexible working
- d) Mentoring and coaching opportunities
- e) Cultural competence training

Summary

- Recap of the questions and answers

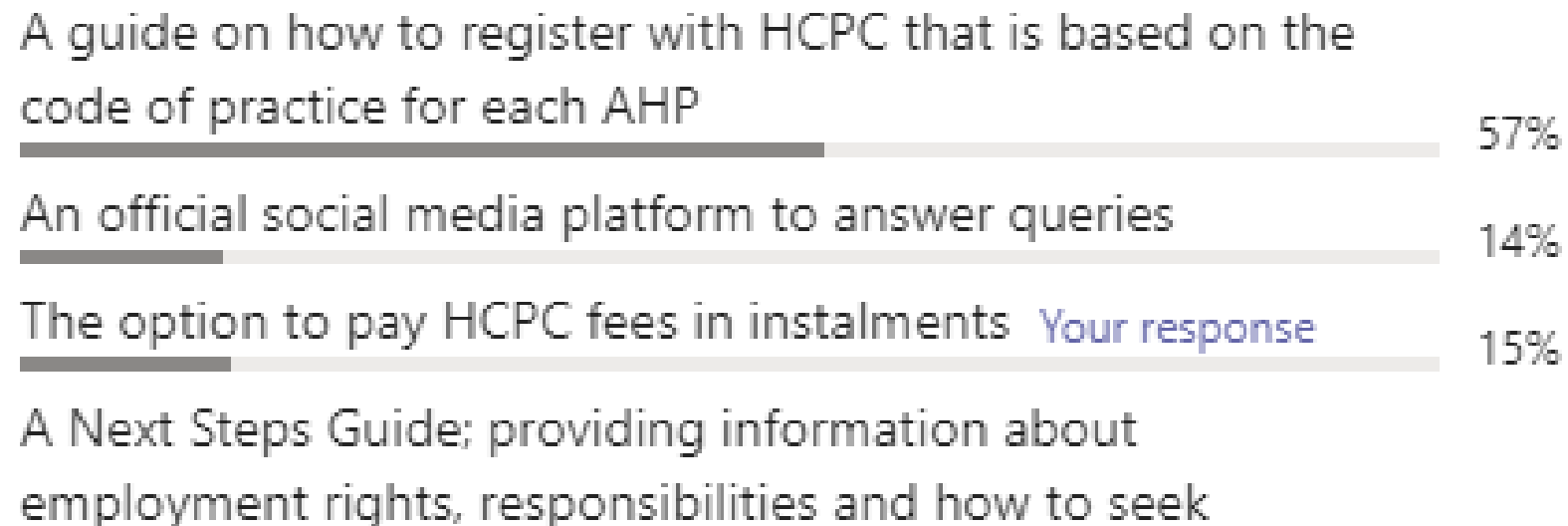


#InternationalAHP

1. During HCPC registration which of these options will be the most helpful?

- a) A guide on how to complete the HCPC registration based on the code of practice for each AHP.
- b) An official social media platform to answer queries
- c) Option to pay HCPC fees in instalments
- d) Next steps guide providing information about rights and responsibilities and how to seek employment.

Which of the options below would be most helpful to international AHPs undergoing HCPC registration?

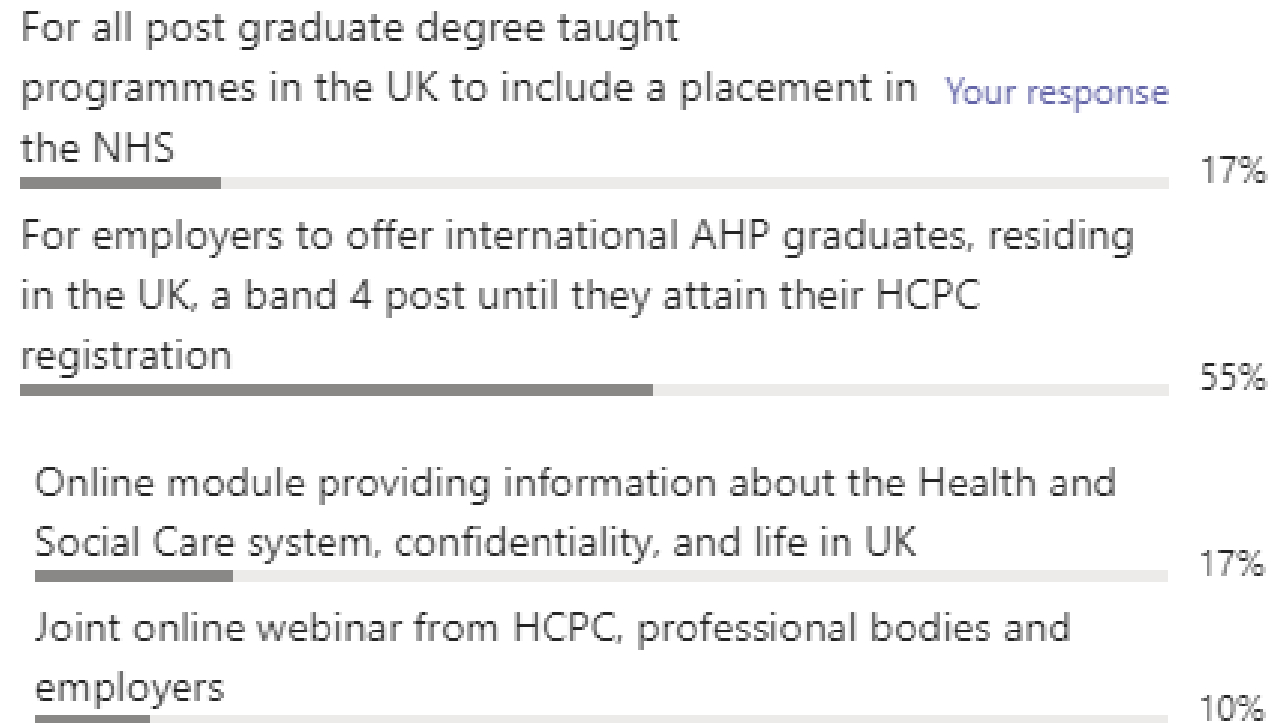


180 responses

2. To bridge the gap between education and employment which of the following options would be most useful:

- a) For all post graduate degree taught programmes in the UK to include a placement in the NHS.
- b) For employers to offer international AHP graduates, residing in the UK, a band 4 post until they attain their HCPC registration.
- c) Online module providing information about the Health and Social Care system, confidentiality, and life in UK.
- d) Joint online webinar from HCPC, professional bodies and employers.

To bridge the gap between education and employment
which of the following options would be most useful?

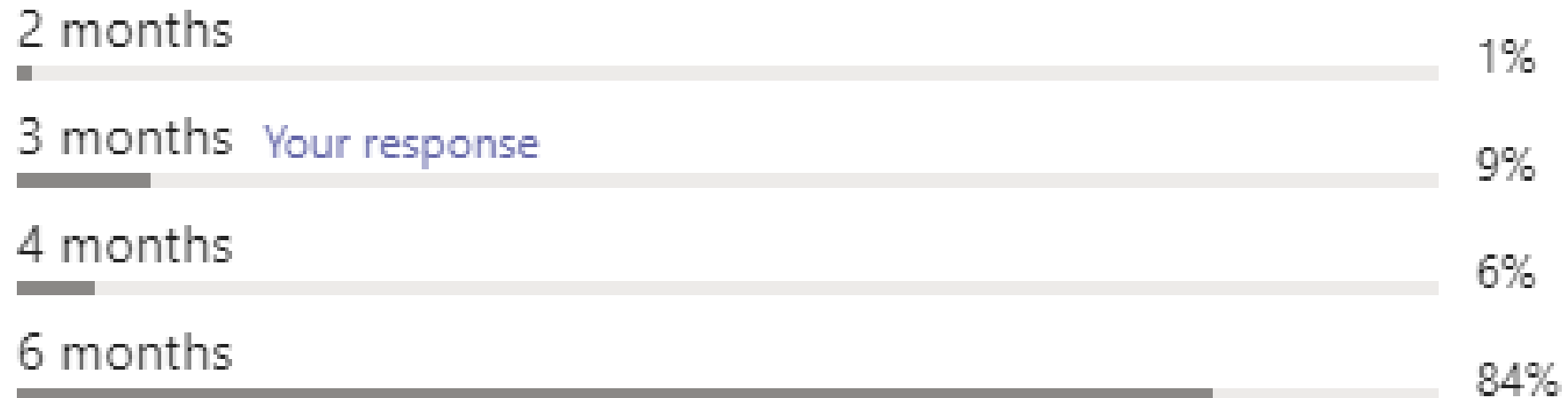


178 responses

3. How long should the international preceptorship programme run?

- a) 2 months
- b) 3 months
- c) 4 months
- d) 6 months

How long should the international AHP preceptorship programme be?



181 responses

4. What would be most useful to include in the international preceptorship:

- a) 2 weekly supervision and development as an autonomous practitioner.
- b) Access to mentor.
- c) Access to buddy in the organisation.
- d) Cultural adaptation and awareness about personalised care.

5. What would be most useful to help with reducing fitness to practice referrals to HCPC

- a) First six months free or reduced fee for the professional bodies' membership.
- b) Information about rights and responsibilities at time of HCPC registration.
- c) Appropriate clinical and managerial supervision.
- d) Access to mentor.

6. What would be most helpful to managers at NHS trusts and organisation to support IR AHPs.

- a) Support with accommodation, food, and finance in the first 3 months.
- b) Trust benchmarking template to self-assess and plan for resources.
- c) Managers guide to support International AHPs
- d) Support with the development of business case.
- e) Financial incentive to NHS trusts to support placement.

7. What would help with retention of international AHPs.

- a) Equality in workplace and career progression opportunities.
- b) CPD opportunities
- c) Flexible working
- d) Mentoring and coaching opportunities
- e) Cultural competence training

Next steps

Focus on the development of the strategy

Action plan for next 12 months



@agnideepak

Deepak Agnihotri

@CrisMulshaw

Cris Mulshaw

#InternationalAHP

