

International Recruitment Pastoral offer self-assessment

	Does not meet requirements	Partially meets requirements	Fully meets requirements
<u>Pre-arrival:</u>			
Dedicated IR support: <ul style="list-style-type: none"> including responsibility for maintaining contact with recruits. 			
Welcome letter: <ul style="list-style-type: none"> demonstrating appreciation from Trust including a named contact 			
Information pack: <ul style="list-style-type: none"> reminder of important documents itinerary on arrival accommodation clinical area contact terms of employment & induction key contacts local area information 			
<u>Arrival:</u>			
Airport pick-up: <ul style="list-style-type: none"> ideally coordinated with other recruit arrivals 			
Welcome pack, including: <ul style="list-style-type: none"> groceries UK SIM card crockery / bedding etc as required information about where to buy food from home country anything else? Check with recruits 			
Community / staff networks / professional groups - connecting to: <ul style="list-style-type: none"> local communities staff groups religious & cultural groups etc. 			
Greeting lunch / dinner: <ul style="list-style-type: none"> inviting previous recruits, team leads etc 			
Local transport information: <ul style="list-style-type: none"> relevant to their situation 			

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<p>Bank account:</p> <ul style="list-style-type: none"> • assistance in opening of a bank account • pre-booked appt or rep to hospital 			
<p>Tour of local area:</p> <ul style="list-style-type: none"> • supermarkets • places of worship • transport hubs • banks • shops / leisure facilities 			
<p>GP registration / dentist:</p> <ul style="list-style-type: none"> • explanation of primary care / NHS dentistry • support registration at local practices 			
<p>Salary advice:</p> <ul style="list-style-type: none"> • pay dates • pension options • deductions • any salary advance options. 			
<p><u>Induction:</u></p>			
<p>Induction: timing & content –</p> <ul style="list-style-type: none"> • corporate • departmental • documentation / confidentiality • safeguarding & freedom to speak up • cultural competence 			
<p>Health & wellbeing:</p> <ul style="list-style-type: none"> • intro to H&WB offers • Occupational Health • Reporting / process re absence / leave • Flexible working / leave to return home 			
<p>UK & NHS culture:</p> <ul style="list-style-type: none"> • discussion re: NHS & culture • signpost to Trust / national resources. 			
<p>Preceptorship:</p> <ul style="list-style-type: none"> • programme content • timeframes • support – time / resources 			
<p>Buddying & peer support:</p> <ul style="list-style-type: none"> • linking to other AHP international recruits • same home country • identified workplace “buddy” 			

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Continuing professional development: <ul style="list-style-type: none">• supervision / appraisal• mentorship• CPD expectations and opportunities• Professional bodies / diversity networks• funding potential			
HCPC re-registration: <ul style="list-style-type: none">• Licence to practice / fitness to practice• Indemnity insurance• Bi-annual re-registration			