

Managers Guide for Overseas Nurses

OSCE preparation and Pastoral Support

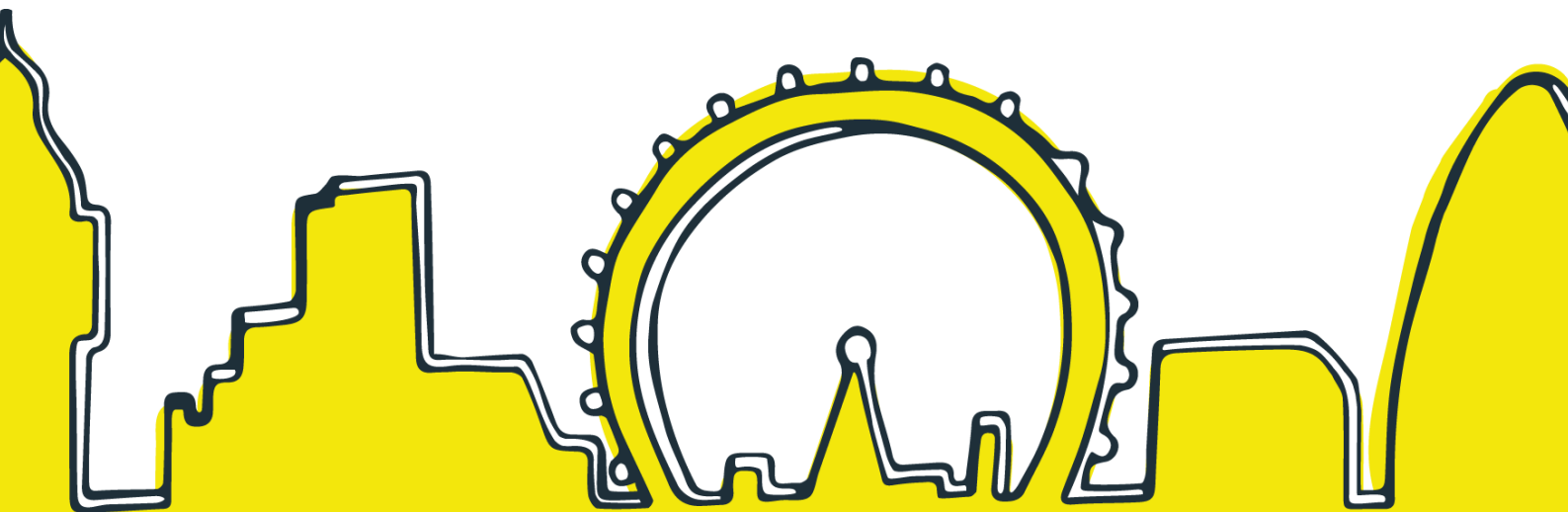


Table of Contents

Background.....3

OSCE information3

What is the OSCE?3

Approved OSCE Test Centres.....4

Language Tests.....4

OSCE Training Programme5

Outline of the programme5

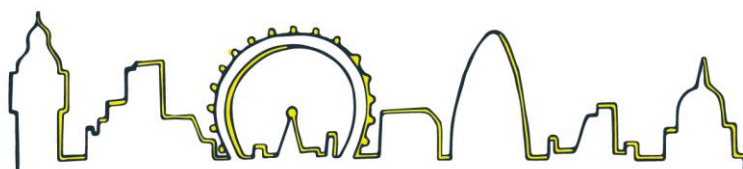
What happens on the day of the OSCE?6

Waiting for the results and next steps?6

Pastoral Support: Useful tips.....9

Personal Development and Career Planning (includes appraisals and revalidation) 100

Useful information and Resources 11



Background

The purpose of this guidance is to support a pan-London approach to international nurse recruitment that meets with best practice principles and ensures both the overseas nurse, and the employing organisation have a positive experience of the recruitment and employment process, which should be efficient and effective in its nature. This managers' guide will prepare managers and staff working with overseas nurses to provide OSCE preparation and pastoral support in the clinical environment.

OSCE Information

The Nursing and Midwifery Council (NMC) introduced a Test of Competence (ToC) for internationally registered nurses and midwives in October 2014. Nurses and midwives trained outside of the European Union (EU) / European Economic Area (EEA) are tested for their clinical competence and knowledge through a two-part process in order to gain registration in the United Kingdom (UK), including achieving language capability requirements. The ToC assesses candidates against the current UK pre-registration standards and is practice-specific, including Adult Nursing (RN1), Mental Health Nursing (RN3), Learning Disability Nursing (RN5), Children's Nursing (RN8) and Midwifery Nursing (RM).

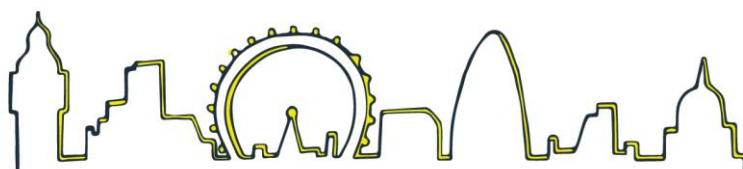
Early in 2020 the NMC will be launching a new ToC in line with the Future Nurse Standards. The company that is designing the new test will produce a range of materials to help candidates prepare. In addition, the Future midwife: Standards of proficiency for midwives will be launched in early 2020 and will become fully implemented by September 2021.

The two parts of the ToC process include:

Part one - Computer-Based Test (CBT), a multiple-choice examination which is accessible around the world for applicants to access in their home countries. The CBT covers four main domains as outlined by the NMC:

1. Professional Values
2. Communication and Interpersonal Skills
3. Nursing Practice and Decision Making
4. Leadership Management and Team Working.

Part two – Objective Structured Clinical Examination, commonly known as the OSCE (which is always held in the UK at one of the approved test centres).



Candidates must complete the entire UK registration application process within two years of passing part one which is their CBT. If a candidate is unable to do this, they will need to re-sit the CBT and begin a new application.

Once in receipt of the CBT result the NMC then requires the Overseas nurse to submit a range of documents. A decision letter is received once NMC are satisfied with their checks. The decision letter grants the Overseas nurse to apply through UKVI (United Kingdom Visas and Immigration) for sponsorship and a visa as a skilled migrant worker under Tier 2. Overseas nurses have up to 12 weeks from employment start date noted on their certificate of sponsorship with the employing organisation to sit the OSCE exam. They can be legally employed as a pre-registration candidate during this preparation time.

What is the OSCE?

The OSCE is based on UK pre-registration standards. The OSCE comprises six separate stations, each lasting between 10-17 minutes. Four stations are scenario-based and relate to four stages of the nursing and midwifery care process:

- **Assessment-** holistic patient-centered
- **Planning**
- **Implementation**
- **Evaluation**

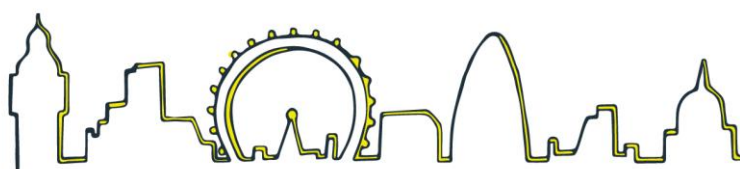
Two stations test practical clinical skills; many of these nursing or midwifery skills will have been utilised in the nurse's practice several times before. Skills are assessed on a particular field of nursing practice, for example adult nursing.

The format of the OSCE may change with revisions to the ToC in 2020.

Approved OSCE Test Centres

There are three universities which are approved OSCE test centres, providing a choice of four locations to sit the OSCE: Ulster (Derry-Londonderry), Northampton, Brookes (Oxford and Swindon). Each of the universities offer the OSCE in the different fields of nursing and midwifery.

Please see the '**Useful Information and Resources**' section for the university links and for more information on the examination and the required preparation.



Language Tests

IELTS (International English Language Testing System) is an NMC requirement if the overseas nurse did not train in an English-speaking country, or if the programme was not taught in English. It is also required by the Home Office for the visa application process. This test assesses general language skills in all subjects.

The Overseas nurse must ensure they achieve the following grades:

Grade 7.0 or above in Speaking, Listening, Reading

Grade 6.5 or above in Writing

Overall grade of 7.0

The OET (Occupational English Test) which assesses language skills more specific to healthcare workers has been accepted for NMC registration. Candidates listen to patient consultations, workplace conversations and medical talks; read a range of healthcare-related texts; write a referral letter; and participate in role play as a nurse. OET is scored from A (best) to E.

The overseas nurse must ensure they achieve the following grades:

At least a B grade in the Writing, Reading, Listening and Speaking sections.

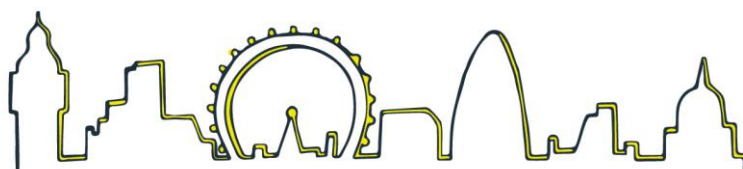
OSCE Training Programme

The first OSCE must be taken within 12 weeks of the overseas nurse arriving into the UK. The overseas nurse has up to three attempts on one NMC/visa application. The OSCE will may be booked by the relevant hospital International Recruitment Lead and the date is fixed unless the date is changed within three weeks of that time. If the overseas nurse is sick they should provide a medical certificate and the test can be re-booked. The date of OSCE depends on availability at the relevant test-centre.

The overseas nurse will be learning the knowledge and skills to meet the NMC standards for delivering healthcare. Some of the policies used within the organisation may be referenced at this stage, but for clinical skills it is expected that the Royal Marsden Manual of Nursing Procedures standard is followed.

Outline of the programme

There are many different models that organisations are delivering their programme. Check with your education/recruitment lead on which approach is used



What happens on the day of the OSCE?

Each organisation uses a different approach re travel arrangements and support on the day. Transport may be organised by the organisation or left for the individual to book themselves. The overseas nurses may wish to travel together to and from the test centre. Some organisations arrange for a chaperone to attend with the overseas nurses as stress levels may run high and they may require some support managing any last-minute nerves or emotions pre or post OSCE. The examination is approximately four hours in duration.

Waiting for the results and next steps?

Once they have taken the examination they will need to wait for the results. This normally takes up to five working days and the overseas nurse will receive these results by e-mail. They will need to inform the relevant recruitment lead for their organisation and their ward/department manager of the result. Depending on the result there are different pathways for the manager to follow:

Pass - The overseas nurse will notify their manager of their pass. It is their responsibility to pay their NMC registration fee. When they are in receipt of the confirmation of their registration and their PIN (personal registration number) they will need to inform the international recruitment lead and the ward/department manager. Arrangements will need to be made to change them from their current banding to a Band 5 position.

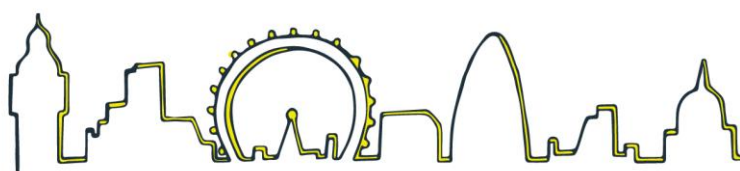
Fail - Normally it is due to nerves or something minor. It is no reflection of their clinical practice. They will be given reasons why they were unsuccessful and what happens next depends on the number of stations that were failed (see below).

Many of the candidates want to re-book the OSCE as soon as possible. The candidate has to wait at least ten days between the original test date and the re-sit. It will need to be established when the re-sit will take place and the arrangements for the individual and their on-going support and preparation for the re-sit. The manager will be informed of the examination date and will need to ensure the ward off-duty is amended accordingly.

Failed up to four stations across both the APIE and/or skill stations

This will require a re-sit at 50% of the cost of the OSCE. The candidate will only need to re-sit the stations that were failed. If the candidate needs to re-sit the APIE (Assessment, Planning, Implementation and Evaluation) station(s) they will be given their original paperwork from the APIE stations that they passed in their previous attempt, in order to complete the re-sit stations in sequence.

Failed five or more stations across both the APIE and skill stations



Will require a re-sit at 100% cost. The candidate will need to re-sit the APIE station(s) that they failed, and the skill station(s) failed. The candidate will be given the same scenario and original paperwork from the APIE stations that they passed in their previous attempt in order to complete the re-sit stations in sequence.

Full fail (3rd attempt: Re-sit) – Fail on any station on the third attempt

Six months will need to elapse before the candidate can re-apply to the NMC.

If the overseas nurse does not pass the OSCE it is a difficult time for the individual and they may require lots of support. Please understand for many of them they have not previously failed anything, so it is a huge knock to their confidence. Please bear this in mind when they are working clinically and allocating them with patients if possible. Please contact the International Recruitment Lead or relevant Practice Educator as a resource for any support or advice that may be required.

Useful information and Resources

English Language Requirements

Occupational English Test (OET) - This is a test of English for Healthcare. Candidates listen to patient consultations, workplace conversations and medical talks; read a range of healthcare-related texts; write a referral letter; and participate in role play as a nurse. OET is scored from A (best) to E. Nurses need a B grade in all four papers (listening, speaking, reading and writing).

International English Language Test (IELTS) - This is a test of Academic English. Candidates listen to conversations in everyday and education settings as well as an academic lecture; answer questions on a range of academic texts; write a data report and an academic essay; give a presentation and answer questions on both familiar and abstract subjects. IELTS is scored from 9.0 (best) to 0. In the UK nurses need a score of 7.0 in listening, reading and speaking and a score of 6.5 in writing.

Nursing and Midwifery Council (NMC)

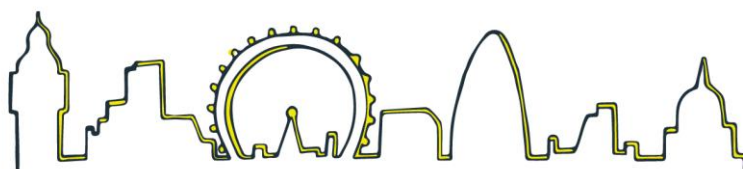
Visit the [NMC website](#) for further information about joining the UK register and for information around the [NMC nursing exam blueprint](#).

Computer Based Test

For more information, please read the [CBT candidate information booklet](#).

NMC approved OCSE test centres

Visit the university websites for further information for candidates and trainers:



[University of Northampton](#)

[Oxford Brookes University](#) (Oxford campus and Swindon campus)

[Ulster University](#) (Northern Ireland, Derry-Londonderry).

On these sites you will find:

- The Candidate Journey Map
- A Candidate Information Booklet
- Top Tips booklets for each field of nursing and midwifery
- Mock Scenarios for each field of nursing and midwifery
- Marking Criteria for each field of nursing and midwifery
- Information about costs, how to book the exam and location maps
- Train the trainer course contact details.

Each test centre has its own on-line learning platform which candidates can access for information and guidance on OSCE documentation and support materials including observation charts used in the examination, reading lists specific to field of practice, Weblinks, e-books (accessed via the digital library) and individual station template examples.

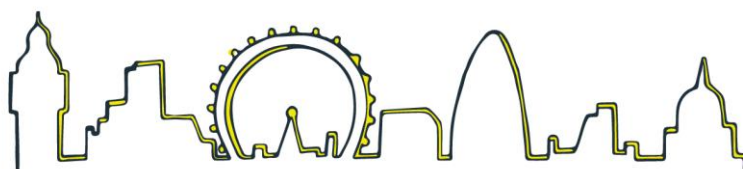
NHS Employers: **Series of films to support overseas nurse transition:**

<https://www.nhsemployers.org/news/2018/02/new-resource-launched-to-support-transition-into-uk-nursing-practice>

https://www.youtube.com/watch?v=wSq6PTKVwf8&index=2&list=PLrVQaAxyJE3cV_yg4qamiFN_A-yUxEw555

Health Education England (HEE): has launched a series of films for overseas nurses and their trainers to help support transition and integration into UK practice.

The new resource consists of several training videos aimed at familiarising overseas nurses to UK clinical environments, and to offer some insights and orientation to simulation-based clinical scenarios. The resource is intended to be a support at the point of registration and is not a guide to passing the objective structured clinical examination (OSCE) exam as part of the Nursing and Midwifery Council part 2 test of competence. It does however offer tips and signpost to references that may be beneficial in preparing for the OSCE exam.



Pastoral Support: Useful tips

First day on the job

Welcome your overseas nurse to your unit and provide your own local induction as normal. Like any new starter, joining a new team can be a daunting experience and having a good induction can help ease the anxiety experienced during this period. If a new starter has a good induction, they are more likely to remain working in that role for a longer period. You may also want to consider having a poster of your new nurse on the staff notice board with a photograph welcoming them to the ward.

Off duty

Avoid long days until the overseas nurse is more established and in receipt of their PIN. They would have been working very hard learning for the previous 3 to 4 weeks so they will be tired getting used to working again.

Sickness

Often coming to a new country with a different climate can make the overseas nurse more susceptible to illness. Particularly in the first 3 months keep an eye on sickness as it may also be a trigger for stress.

Annual leave

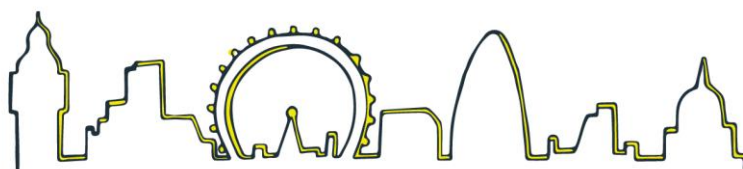
Many overseas nurses may not have received annual leave before, so this needs clearly explaining what your local process for booking leave. Please note that annual leave accrues from when they arrive in the UK and this will need to be the first day on health roster.

Cultural differences

The way nursing is delivered can be different around of the world, therefore the overseas nurse may not know what the expectations of nursing are in the UK. It is good practice to set expectations during the induction period and gently reinforce if you notice they are not meeting these expectations. Some examples include:

- Infection control policies- bare below elbows
- Uniform laundering rules
- Nurse and doctor relationships

It may be the case you are working with an experienced overseas nurse, however due to the cultural differences in how nursing may be delivered, it should not be taken for granted that they will know everything that an experienced nurse who trained in the UK would know. It is good to make other staff members aware of this too.



Practice support

Most NHS organisations will have practice educators/practice development nurses. If you have any concerns about the overseas nurses practice, we recommend pulling in this additional resource as soon as possible.

Welfare support

Encourage your overseas nurse to join professional networks in the organisation to help them with integration. Some examples networks include:

- BME groups
- LGBT Network
- Overseas nurse networks

Remember to include them in social events in your teams such as Christmas parties, away days/team building days.

Training and Development

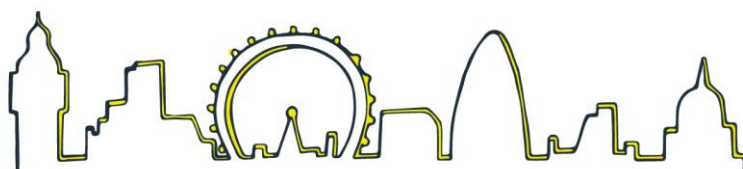
The end of OSCE preparation is just the beginning of their journey working within the organisation. They will need to receive ongoing development through an agreed period of support and adaptation to working in the UK and within their service.

Personal Development and Career Planning (includes appraisals and revalidation)

Personal development and career planning support the concept that learning is a lifelong activity and that setting goals can help individuals to achieve career and personal aspirations. Personal development planning helps strengthen the capacity of learners to reflect upon their own learning and achievement and to plan for their own personal, educational and career development; it also motivates them to improve their skills which ultimately supports improvements in the quality of patient care.

Employers should be committed to offering learning and development opportunities for their staff providing access to training to extend individual's range of skills and knowledge to support their staff in taking on new responsibilities and to support career progression. As part of this process staff should be offered an annual personal development review and a personal development plan should be agreed.

For overseas nurses, as with all nurses, midwives and nursing associates registered with the NMC, personal development includes the requirement to revalidate every three years to be able to maintain their registration with the NMC. Revalidation is straightforward and helps demonstrate that the nurse is practising safely and effectively, allowing them to reflect on the role of the Code in their practice and to demonstrate that they are 'living' the standards set out within it.



The professional development workbook for overseas nurses that has been developed as part of this best practice guidance provides an outline on next steps in relation to post registration considerations and revalidation, and what the overseas nurse should expect as part of their post UK registration personal and career development. The workbook includes information on Continuing Professional Development (CPD) requirements and outlines the development and career conversations that commenced on pre-employment, which may include specialty training aspirations; post UK registration conversations should build on these.

Useful information and Resources

Nursing and Midwifery Council (NMC)

Visit the [NMC website](#) for further information about joining the UK register and for information around the [NMC nursing exam blueprint](#).

Computer Based Test

For more information, please read the [CBT candidate information booklet](#).

NMC approved OCSE test centres

Visit the university websites for further information for candidates and trainers:

[University of Northampton](#)

[Oxford Brookes University](#) (Oxford campus and Swindon campus)

[Ulster University](#) (Northern Ireland - Ulster).

On these sites you will find:

- The candidate journey map and document
- A candidate information booklet and briefing
- A Top Tips booklet
- An OSCE video
- OSCE documentation and support materials which include: Weblinks, e-books (accessed via the digital library) and individual station template examples
- Information about costs, how to book the exam and location maps
- Train the trainer course contact details.

