

Introduction

As employers focus on growing and sustaining ethical recruitment pipelines for internationally recruited staff, it is equally important that we retain as much of this workforce as possible. The Nursing and Midwifery Council's (NMC) data report for 2021–2022 shows that almost half of professionals joining the NMC register were trained outside the UK. However, a UK systematic review suggests international nurses face challenges in integrating into their roles when recruited to work in the UK. These challenges are not exclusive to your international nurses and may be experienced by other international staff groups in your workforce.

Based on a framework of four pillars, this toolkit brings information, best practice examples and resources together in one place and focuses on what organisations, systems and regions are already doing to create the conditions for all international staff to thrive in the NHS. The end of each section provides an opportunity to reflect on what you have read and consider how you or your team will play your part.

This resource has been produced by NHS Employers, in collaboration with NHS England, employers, staff and stakeholders from across the sector.

The NHS People Promise

The NHS People Promise commits to creating compassionate and inclusive cultures in organisations and systems and as such, leaders and managers should encourage cultures that champion the experience and voice of all international staff and ensure a focus on listening, learning and compassion.

People Promise

