



# International retention checklist

Below is a quick checklist to ensure your offer to overseas staff is as fulfilling as possible.

- Review recruitment and onboarding offers for standardisation and transparency.
- Ensure policies respond to any form of inappropriate or discriminatory behaviour for all staff and services users.
- Provide means such as culturally competent leadership training to ensure all managers and mentors feel equipped to compassionately support international staff with their unique personal and professional learning needs.
- Implement ways to find out individual staff's motivation for migration and why they have chosen to work in the NHS. Support them to actualise this to improve job satisfaction and fulfilment.
- Compassionate and inclusive pastoral support at organisational level should be a priority - recognising the unique learner status of overseas staff alongside acknowledging the invaluable positive contributions made are determinants of successful integration and acculturation.
- The power of communities and cultural networks are fundamental to successful migration, and therefore the personal and professional lives of our international colleagues both inside and outside of work.
- Provide support with local language idiosyncrasies promotes a sense of belonging.
- Career progression, such as recruiting into relevant specialisms, should be prioritised and included in career discussions and as part of appraisal reviews.

The International Recruitment Toolkit includes a pastoral support checklist for you to consider the support you may offer to overseas staff prior to their arrival through to induction and beyond.