

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 provide compassionate support to international staff with their unique personal and professional learning needs.
- Implement ways to find out an individual's motivation for coming to work in the UK and why they have chosen to work in the NHS. Support them with their personal and professional development.
- Ensure compassionate and inclusive pastoral support at organisational level, recognising and acknowledging the positive contributions international staff bring to the NHS.
- Create and support communities and cultural networks, as they are fundamental to supporting international staff to stay and thrive both inside and outside of work.
- Provide support with local language idiosyncrasies to help promote a sense of belonging.
- Prioritise career progression, such as recruiting into relevant specialisms, include it in career discussions and as part of appraisal reviews.