

NOVEMBER 2020

INTERNATIONAL REFUGEE HEALTHCARE PILOT

**UNLOCKING SKILLED MIGRATION PATHWAYS FOR
FORCIBLY DISPLACED PEOPLE**



The right thing to do. The smart thing to do.

The NHS People Plan highlights the critical importance of international recruitment to ensure workforce sustainability. The government is committed to delivering 50,000 more nurses by the next general election, by expanding our domestic supply, improving retention and via international recruitment. The Department of Health and Social Care (DHSC) is looking at securing an ongoing, ethical supply of health and care staff. As part of this, we are working with system partners and non-governmental organisations to support health and care trained refugees and displaced people into the NHS workforce.

The Pilot

DHSC, working closely with NHS Employers and Talent Beyond Boundaries, is supporting a scalable pilot programme where one or more NHS Trusts employ 25 refugee or displaced nurses from Lebanon or Jordan. The pilot aims to determine if recruitment of refugees and displaced people is a viable, sustainable and ethical source to meet the NHS's workforce needs.

The candidates will apply for a Health & Care Visa, allowing the nurses the ability to work immediately on arrival and with a clear route to settlement. The pilot will run for a year from 2021 and be assessed throughout with aims to:

- Allow the trust to fill current workforce vacancies;
- Act as a 'test of concept' for recruitment of refugees and displaced people;
- If successful, ensure the programme can be scaled up;
- Support the candidates in securing sustainable employment, use their professional skills and become an integral part of the NHS and local communities.

The Benefits

- ✔ Hire skilled, resilient, reliable professionals
- ✔ Ethical international recruitment
- ✔ Scalable solution
- ✔ Support displaced people
- ✔ Build a displaced talent community

The pilot will be delivered in a small number of NHS trusts, encouraging this cohort of staff to build a network, supporting a sense of community, inclusion and effective delivery of tailored pastoral support, which we hope will improve retention.

Trusted Implementing Partners



Department
of Health &
Social Care

DHSC support ministers in leading the nation's health and social care to help people live more independent, healthier lives for longer. DHSC is supporting this taskforce with the pilot programme in order to prove skilled refugee or displaced talent can be recruited into the NHS as an alternative recruitment pipeline.



TALENT BEYOND
BOUNDARIES

TBB is leading the global effort to unlock labour mobility pathways for displaced people as a route towards restored self-reliance and safety. TBB's world-first database, the Talent Catalog, provides a window into the professional potential of refugees and displaced populations across the globe



NHS Employers

Part of the NHS Confederation

NHS Employers is the employers' organisation for the NHS in England. To support this pilot, the workforce supply team will help identify and support employers to recruit refugees as part of developing a sustainable workforce, improving staff experience and be the best employers they can be.



OET is the world's only international English language test specifically for healthcare professionals. The test is approved by governments, regulators and educators for visas, registration, study and work. For the purposes of this pilot, OET has kindly agreed to waiving the standard £322 test fee for TBB candidates. Tests will be remotely and securely proctored in Lebanon and Jordan.



The Nursing and Midwifery Council is the regulatory body for nursing and midwifery in the UK. They have agreed to assist displaced candidates with validating their qualifications in the UK. The NMC will ensure that candidates meet its registration requirements, including:

- having the skills they need to care for people safely, with integrity, expertise, respect and compassion, from the moment they step into their first job;
- having a qualification capable of leading to NMC registration; and
- meeting the health, character and English language requirements to join the NMC register.



Reset is the UK's Community Sponsorship Learning Hub. Community Sponsorship is a new way of welcoming refugees in the UK that prioritises the creation of meaningful relationships between refugees and host communities and values the expertise of local residents.

Displaced Talent Mobility Journey

1

Identification



2 - 4 weeks

- Employers identify position/s to fill
- TBB identifies suitable candidates in the Talent Catalog
- Employers provide feedback and select candidates for remote competitive recruitment process
- TBB carry out visa eligibility check of shortlisted candidates to ensure the position and candidate are eligible for a Health & Care visa

2

Recruitment



Timing determined by employer

- TBB arranges mock interviews to support and prepare shortlisted candidates for the recruitment process
- TBB facilitates the remote competitive recruitment process, including setting up interviews, testing etc
- Employer confirms offer of employment to successful candidates, and employment contract is issued
- Candidates undertake and pass English language and regulatory testing

3

Mobility



6 - 10 weeks

- TBB provides information for the candidate to make an informed decision about their job offer
- TBB introduce the candidates to integration partners
- Immigration partners support candidates to apply for a Health & Care visa
- Flights are booked for candidates and their families to travel to the UK

4

Integration



Ongoing

- Candidates arrive to the UK and are met at the airport by TBB, employer and partners
- Employers and community volunteers help candidates integration and settle into life in the UK (registering for GP, setting up bank accounts etc)
- Candidates begin work 3-6 weeks after arrival

Ammar

Physiotherapist and Syrian refugee living in Lebanon, awaiting his visa to work in Victoria, Australia.

Ammar received his Bachelor in Health Sciences with focus in Physiotherapy from Al Baath University in Syria in 2014. He was licensed by the Ministry of Health to practice as a physiotherapist throughout the Syrian Arab Republic in 2016.

In April 2017, Ammar was forced to flee Syria because of the war. Now living in Lebanon, Ammar is unable to practice as a physiotherapist because of work rights restrictions facing Syrian refugees.



In 2020 Ammar was hired by aged care facility Princes Court Homes, based in Mildura, regional Victoria, after a competitive recruitment process facilitated by Talent Beyond Boundaries. Princes Court Homes has been trying to recruit two full time physiotherapists for nearly 2 years and they have been unable to find the talent locally in Mildura (or anywhere in Australia).

Princes Court Homes has hired Ammar initially as a Personal Care Assistant, and he will be transitioning to work as a physiotherapist once he finalises his registration with the Australian Health Practitioner Regulation Agency (AHPRA) after he arrives in Australia. Ammar is now awaiting his visa.

Snapshot of Talent Beyond Boundaries healthcare talent

1300+

Registered healthcare professionals on TBB's Talent Catalog

75%  |  25%

340+

Nurses

245+

Pharmacists & Pharmacy Assistants

165+

Physicians & Surgeons

90+

Dentists

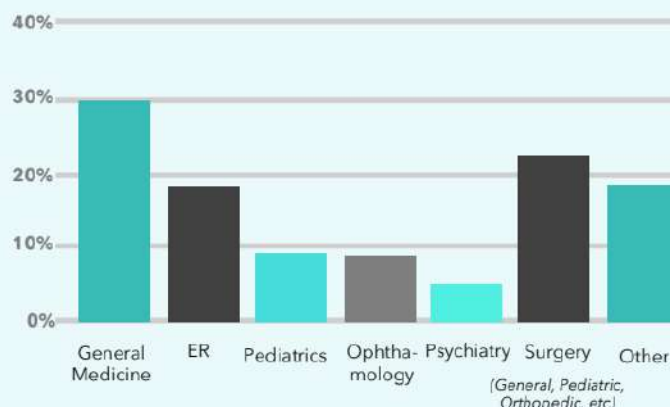
60+

Physiotherapists

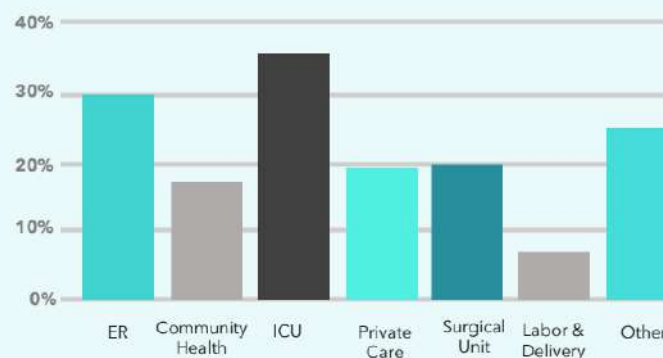
20+

Psychologists

Physicians & Surgeons



Nurses





Ibrahim

Nurse and Palestinian refugee, now living and working in Ontario, Canada.

Ibrahim was born and raised in Lebanon, but has never held citizenship of any country. He's Palestinian, and is a refugee like 5.5 million Palestinians across the Middle East.

Ibrahim set out to study nursing and graduated from Makassad University in 2014. It is rare for Palestinians to find work in healthcare; they are prohibited in most cases from legally working in healthcare professions. Ibrahim was among the lucky few able to secure a coveted position, at a hospital where he completed rotations as part of his Bachelor's degree. Here, Ibrahim developed a strong work ethic and attention to detail while caring for patients.

Ibrahim and his wife lived with precarious status in Lebanon. They were unable to plan for their futures, to access many public services, or to earn decent wages.

Ibrahim registered with Talent Beyond Boundaries in the hope of a different life for himself and his wife, and their future family. He was determined to be recognized for his professional ability and to live where his family could access healthcare, compete equally for jobs, and have secure status.

Ibrahim was shortlisted for a job opportunity with Closing the Gap Healthcare, an in-home healthcare provider with operations in Nova Scotia and Ontario, in 2018. He interviewed with management based in Halifax and was soon after offered a job.

He and his wife boarded a plane for Halifax on March 11, 2020, in the last weeks before borders closed amidst the COVID-19 pandemic.

Ibrahim's days are now filled with patient visits. Some are elderly and others have profound physical needs. He isn't working directly with COVID-19 patients, but he and his team are keeping at-risk patients healthy and avoiding hospitalization or long-term care homes, where the risk of exposure is pronounced.

Ibrahim is doing what he was trained to do. He's still working around the clock, but now he's paid a good salary and supported by a compassionate team.

A TRANSFORMATIVE SOLUTION

Considerations for involvement

- Willingness to sponsor overseas skilled workers under the Health & Care Visa
- Existing "overseas pathways" programs to support full NMC registration

Support provided by DHSC

- We will work closely with non-governmental organisations (NGOs) and community groups to ensure appropriate and tailored pastoral and professional support can be provided for this cohort
- Support will also be provided for the trusts

Contact us

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