

The #StayAndThrive bundle



This is what 'organisations who create the conditions for international recruits to thrive' do.

They: Create strong foundations

- Supply detailed welcome packs accessible via email, IR hub webpage or IR app prior to arrival, including information about the UK, local area, dialect, organisation, emergency contacts, including information for when things go wrong, staff networks, diaspora groups, and how to get support if you experience or observe bullying or harassment.
- Issue both managers and the wider workforce with a guide including detailed information on how best to support the cultural needs of international recruits, as well as how to promote integration in to team including pre-arrival welcome call, supporting with preceptorship and how to set up a framework for two-way learning between internationally educated colleagues and UK trained colleagues to enhance clinical practice in both staff groups whilst enhancing patient experience through holistic, culturally sensitive care.
- Co-create individualised cultural passports for all international recruits, which are shared with line managers and finalised on arrival, enabling education and understanding of cultural similarities and differences to enable individual authenticity in the workplace.
- Map skillset and qualifications at point of interview to enable appointment to suitable area.
- Clear robust mapping of support and opportunities for the first 3 months within the organisation, along with long term 12month map of ongoing additional support and opportunities throughout the year.

Make new recruits welcome

- Designated role/team to focus on pastoral support, integration and the experience of International recruits, alongside specialist IR practice education facilitators who consider the unique learner status of International Recruits as well as recruitment/ onboarding support, including meet and greet and the airport and travel to accommodation.
- Present individualised, seasonal welcome pack, given by team the international recruit will be working with.
- Offer non-clinical buddy system to all new international recruits.
- Make the experience of international recruits a priority agenda across the organisation from senior leaders to line managers and the wider workforce including personal welcome from senior leaders at welcome event.
- Arrange integration visits into local area, including tourist attractions, supermarkets, banks, GP's, Schools and local parks, supported by wider workforce.
- Host a series of welcome events throughout the year including International Recruits, ward/ department teams, faith leaders in a neutral community venue.
- Hold a specialist international recruits induction, including information on financial education, the role of unions, the NMC and the CQC, as well as information and support regarding childcare, maternity/paternity policies and accommodation.

Build belonging

- Conduct cultural awareness training for managers, with the aim to expand this to the wider workforce and become mandatory.
- Work collaboratively with diaspora groups to improve support to international clinicians.
- Establish active shared decision-making councils/ international recruit forum/international recruit Staff Network to listen to the voices and experiences of international clinicians actively encouraging membership and using this as a driving force for change and improvement.
- Acknowledge holidays/ events celebrated by international recruits, educating the wider workforce on the celebrations and the meaning of them.
- Engage directly with the local community such as faith leaders, schools, leisure centres and job support for family members, to increase integration into wider community for the whole family.

Maximise personal and professional growth

- Hold career clinics for International Recruits, including training on CV writing, interview technique, confidence building and career pathways/ opportunities, clarify access to CPD funding
- Train recruitment teams on cultural nuances of interview technique, to get the best out of interviewees.
- Run specific international recruit Leadership programme's to target the gap in international recruits in management positions.
- Provide well-being support appropriate to individual cultural needs and in a preferred accessible way.
- Build a learning system for retaining internationally recruited colleagues, including creating a means to measure data on how many times people apply for jobs and are unsuccessful, enabling structured support to be built and made available to help these individuals progress.
- Role model and showcase career success of international recruits in senior positions.