

UK-07

Growing a sustainable nursing workforce through tapping into existing talent

C. Caldwell¹,

¹HE NCEL, London;

There has been increasing concern over the widely perceived shortage of nurses in the workforce, in particular with relation to senior posts. Increasing the nursing workforce requires a range of strategies beyond that of simply increasing commissioned numbers of pre-registration training places or return to practice courses.

London Trusts have recruited from abroad. This has some challenges, such as bespoke induction requirements for cultural assimilation, language needs and time taken to achieve recognition as mentors. This project focuses on a new strategy triggered by the high number of nurses trained overseas that are currently working as healthcare assistants (HCAs) in London.

The aim of this project is to develop a clear pathway for nurses who trained overseas, but are not registered in the UK, to achieve registered nurse status.

Interventions

To scope the number of HCAs currently working in the area who have completed nurse training overseas, but have not registered in the UK.

To determine why this cohort of staff have not undertaken the Overseas Nurse program route to registration

To provide an advisory service for HCAs currently working in the area who completed nurse training overseas

To develop a specific pathway and process for accessing the Middlesex pre-registration nursing programme

To commission and deliver a programme to support this group on nurses to register as RNs with the NMC and move into NHS nursing posts within their employing organisation.

Emerging findings

Scoping took place in one NHS Trust, working with Middlesex University to establish the viability of the proposal. Almost 90 people were identified, most working as HCAs, but others working in a range of administrative and other roles. Some of the HCAs had been in post for 10 years or more. More than 60 people came forward to engage with Phase 2 and 3 of the programme and engaged in the **Accreditation of Prior Experiential Learning** (APEL) process. Those coming forward described substantial nursing careers in their own country and some had worked at a senior level, for example as the nurse manager in the operating department.

Twenty-five people (just under 50%) were able to APEL the maximum 50% of the pre-registration degree programme and commenced training in March. Health Education North Central and East London (HENCEL) funding is enabling them to study whilst receiving full salary replacement so that studying is made economically viable. Others will study part-time on a structured pathway, whilst continuing to work part-time to complete nurse training over a slightly longer period.

The first graduates should be able to move into registered nursing roles in 18 months.

Conclusions

Early indications from this work suggest that there are large numbers of overseas educated nurses working in the NHS who have not been able to register as nurses in the UK.

This project demonstrates how a short term investment and a collaborative approach can provide a robust and cost effective solution to workforce shortages in nursing to support existing approaches.

HENCEL intends to expand this approach across NHS Trusts and to engage other HEIs.