

## International Recruitment of Nurses

BCA are aiming to understand the need and then gain support / work collaboratively with the West Yorkshire integrated system to support Nursing Homes with the recruitment and retention of Registered Nurses, particularly where International Recruitment is being considered.

Please can you complete the questions below, and return by Friday 19<sup>th</sup> August to [Admin@bradfordcareassociation.org](mailto:Admin@bradfordcareassociation.org)

<b>A) Name of Nursing Home/s</b>

<b>B) Name of Registered Manager/s</b>

<b>C) Contact Phone Number</b>

<b>D) Contact Email Address</b>

Please see below for more questions...



**1. Are you currently an Approved Home Office Sponsor for International Recruitment of Staff.**

- Yes
- No

If NO, please go straight to Q10

If YES, please go to Q2

**2. Do you currently undertake international recruitment:**

- From abroad
- From within the UK (e.g., people already in UK perhaps on student visa)
- Both

**3. Do you internationally recruit:**

- Registered Nurses
- Senior Care Workers
- Care Workers
- All of the above

Please see below for more questions...



**4. Which Countries do you mainly recruit from?**

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**5. Do you use an external organisation or recruitment agency to support you with International Recruitment?**

Yes

No

**6. If you answered YES to question 5, please can you give brief details of what aspects of the recruitment process the external organisation assists you with?**

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**7. If you answered NO to question 5, in brief how do you manage this process, e.g., do you have an identified person who oversees / coordinates the whole process, do you have a relationship with someone in another country to support recruitment, do you advertise abroad)?**

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Please see below for more questions...



**8. What are the key problems / challenges for you with this recruitment process? (e.g. costs, retaining staff, providing accommodation, NMC requirements, etc)**

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**9. On average how long do your internationally recruit Nurses stay with you?**

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**10. Would you consider international recruitment for staff, if there was a local organisation to guide and support you to undertake this process?**

**Please state your answer for each below (Yes or No)**

For Registered Nurse	Yes	No
For senior care staff	Yes	No
For care staff	Yes	No

**11. If NO, why not? What are your concerns?**

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Please see below for more questions...



**12. How many FTE Registered Nurse Vacancies do you have currently within your Nursing Home/s?**

**13. How many Registered Nursing hours do you use to cover an average week provided by Agencies?**

**14. How much on average do you pay per hour for an Agency Nurse?**

**15. What is the most you have been charged per hour for an Agency Nurse?**

**16. What are your key concerns about using Agency Nursing staff?**

Please see below for final questions...



**17. Do your Registered Nurses (those employed by you) undertake additional shifts for you above their contracted hour? On average how many hours each week?**

**18. Is there anything else about International Recruitment or recruitment and retention of Registered Nurses that you would like to share with BCA?**

Once you have completed the above questions, please return this form, by email to [admin@bradfordcareassociation.org](mailto:admin@bradfordcareassociation.org)

