

NORTHUMBERLAND, TYNE AND WEAR NHS FOUNDATION TRUST

BOARD OF DIRECTORS MEETING

Meeting Date: 27 January 2016

Title and Author of Paper: International Recruitment - India
Dr Rajesh Nadkarni, Interim Executive Medical Director
Gary O'Hare, Executive Director for Nursing and Operations

Paper for Debate, Decision or Information: Information

Key Points to Note:

A project was initiated to develop a stable and sustainable medical workforce at NTW through recruitment of doctors at consultant and specialty doctor grades from outside the UK. To support the internationally recruited doctors in settling into the UK personally and professionally. To develop relationships with Academic Institutions in these international areas to increase exchange of skills, information and joint research and contribute to the wider psychiatric fraternity.

Deliverables are to increase the provision of the right skill-mix for the multidisciplinary teams within the Trust and safe quality care.

Firstly we established the total number of vacancies within the Trust which was broken down by various grades. The Trust worked with a recruitment agency that resourced all candidates at two locations in India. Job descriptions were approved through the Royal College of Psychiatrists.

We visited India between October and November 2015 where 22 appointments were offered. We have further mapped those appointments into current vacancies within the Trust. We have established a work plan to support this process. A working group has been established to look at all aspects of support to these doctors when they arrive in the UK. Careful attention is being paid to their personal, familial, housing and cultural needs along with professional support.

We expect two of the doctors to arrive in February/March 2016 and commence employment with the Trust. There are a further 5 to be fast-tracked and we believe should be able to complete the approval process and will arrive in the next three to four months.

We are also exploring options for the Trust to be registered with GMC for us to be able to sponsor candidates directly for GMC registrations in the future. Status which would could expedite international recruitment processes.

We continue to engage actively with the medical workforce nationally to fill our remaining vacancies.

We are also exploring another trip to India over the next few months.

Outcome required:

The Board is asked to note progress