

# Case study

## International Recruitment

South Tyneside and Sunderland NHS Foundation Trust

“ We were very much aware of the national picture of shortages when commissioning **NHSP International**. We could see that our vacancies weren't really reducing and spiked to over a hundred. We now have a steady stream of international nurses arriving on a monthly basis which has dramatically improved our position.

**Andrea Stubbs,**  
Head of Nursing, Midwifery & AHP Workforce and Role Development, STSFT ”

South Tyneside and Sunderland NHS Foundation Trust provide a range of hospital and community services across Sunderland, South Tyneside and Gateshead.

After working with the trust since 2016, *NHSP International* now routinely deliver 20 nurses a month from the Philippines. This stable programme enables the trust to keep vacancies at a manageable level.

City Hospitals Sunderland approached *NHSP International* to help alleviate the serious nursing shortfall they were experiencing as their national recruitment efforts had failed to fill high vacancy rates.

In 2018, City Hospitals Sunderland merged with South Tyneside NHS Foundation Trust. They then attended two in-country recruitment campaigns together and now jointly operate international recruitment, offering flexibility of choice to prospective candidates.



## How we work

*NHSP International* started working with City Hospitals Sunderland NHS Trust when the first of five campaigns were agreed. As well as in-country recruitment, Skype interviews were also conducted for nurses that had already achieved the International English Language Testing System (IELTS) or the Occupational English Test (OET). Many had heard about *NHSP International* through word-of-mouth from the highly satisfied nurses already placed at the trust.

“We’ve got a very slick process now; it works extremely well. *NHSP International* know what we can do and manage our expectations. Our start dates are always on the same day, and the nurses arrive at the time we need them to.”

Andrea Stubbs  
Head of Nursing, Midwifery & AHP  
Workforce and Role Development, STSFT

## Recruiting & supporting our nurses

*NHSP International's* recruitment plan has resulted in the successful recruitment of 320 nurses; 170 nurses employed to date with over 150 further nurses due to arrive at the trust next year.

From the moment the nurses land at Newcastle International Airport, they are met by a senior member of the nursing team from the trust, who ensures that they settle in and have everything they need. A rolling programme of recruitment campaigns has meant that there is now a large community of international nurses who are welcomed as part of the whole team.

“ The shortage of nurses in the UK isn’t going to go away in the next 2-3 years. Having looked at our retention rates, our student intake and our potential retirees, I think we need to triple our international recruitment over the next 18 months. I am confident that we will achieve this. We’ve never been disappointed with the number of nurses that we’ve been able to attract through the campaigns with ***NHSP International***.

Andrea Stubbs  
Head of Nursing, Midwifery & AHP Workforce and Role Development, STSFT ”

## Interested in International Recruitment?

Contact Hadrien Kieffer, Head of International Healthcare,  
hadrien.kieffer@nhsprofessionals.nhs.uk  
or call **07867 651 363**

**NHS Professionals,**  
nhsprofessionals.nhs.uk  
Suites 1A & 1B, Breakspear Park,  
Breakspear Way, Hemel Hempstead, HP2 4TZ

