

# Case study

## International Recruitment

### Alder Hey Children's Hospital

#### About the Trust

As a leader in child healthcare and research, Alder Hey Children's NHS Foundation Trust provides care for more than 330,000 children and young people each year, making it one of the biggest and busiest children's hospitals in Europe. The state-of-the-art hospital opened in Liverpool in October 2015.

#### Overview

NHS Professionals International started working with Alder Hey Children's NHS Foundation Trust in 2019. Despite the world renowned reputation of the Trust, they were not able to meet their recruitment requirements from the UK market.

#### Recruitment

With the aim to recruit 75 new nurses to the Trust, NHSP International conducted an in-country recruitment campaign to India in November 2019. Five representatives from the Trust went to India, along with NHSP International representatives. There was a high level of interest from candidates to work in this world-class children's Trust, and a real excitement once they were shown a video of the state-of-the-art facilities. The Trust interviewed 148 candidates and went on to offer positions to 102 candidates.

“ Our NHS Professionals campaign was very specific and well managed. We asked for nurses with paediatric experience and that is exactly what we got. Thank you. ”



**Phil O'Connor**  
Deputy Director of Nursing



## Settling in the UK

The Trust's first cohort of 25 nurses landed in February 2020, just 3 months after the interviews. Despite this first cohort joining at the start of the pandemic, these nurses went on to settle into the Trust very well, receiving good feedback from the Trust and going on to achieve an 100% OSCE pass rate. Due to the pandemic, the second cohort of nurses had to arrive several months later than planned, NHSP International stayed in regular contact with these nurses and provided reassurance on their arrival plan once restrictions were lifted. The second cohort of 15 nurses landed in October 2020, at a time when Liverpool had been put on heightened lockdown restrictions due to the second wave of the pandemic. NHSP International worked with the Trust to ensure that the nurses were fully supported during their arrivals to provide them with the best start in the NHS.

### NHS Professionals International's unique approach includes:

- A welcome team at the airport
- Dedicated messaging group to communicate with the new arrivals
- Food and essential supplies provided during their quarantine period

### Trust activity:

- The usual face-to-face induction conducted by the Trust took place over video call to ensure a smooth onboarding process
- A special post-quarantine period lunch for the nurses with key staff in the Trust

As a result of the hard work and collaboration between NHSP International and Alder Hey Children's NHS Foundation Trust, the Trust has now deployed 40 nurses to date, with a further 10 arriving in January 2021. This partnership has left the Trust in a much better position.

## Interested in International Recruitment?

Contact **Anthony Catlow**

Regional Director (North) - International Healthcare

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*“ NHS Professionals International supported us with everything, from arranging for us to go over and interview, to the coordination of the nurses arriving and settling in. Also, NHSP International supported coordination of the OSCE assessments and gave advice around OSCE training. A total support package. ”*

**Phil O'Connor** – Deputy Director of Nursing

*“ Brilliant service, totally professional. Real people-focused team, very accessible and responsive. Always at the end of the phone with regular updates and above all, they delivered. ”*

**Phil O'Connor** – Deputy Director of Nursing

## Looking forward

The Trust now has 38 international nurses in their pipeline, ready to be deployed and help support future workforce requirements.

Alder Hey Children's Hospital has become a part of the Merseyside collaboration bid which NHS Professionals won in October 2020. As part of this, NHS Professionals work with a range of acute, specialist and mental health trusts across the region to support with a high number of international vacancies, as we continue to welcome more nurses to the Trust.

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