



All-Wales International Recruitment Medical Pilot, Trainee Hub and SLE App

Building on the Memorandum of Understanding (MOU) between the Welsh and Keralan governments and previous nurse recruitment NWSSP has led the work to provide a once for Wales approach to international medical recruitment.

Following a scoping exercise in May 2023 by Dr Ruth Alcolado (NWSSP) and Dr Inder Singh (ABUHB) supported by the NWSSP Digital Workforce team, support was gained from Welsh Government to undertake a pilot recruitment fayre in November 2023.

Between May and November, the Digital Workforce team worked with medical, and workforce leads across HBs and Trusts in Wales to agree on a 'Once for Wales' basis the medical training support process for International Medical Graduates (IMGs), a unified rewards/benefits package, and the development of person specifications for Junior and Senior Clinical Fellow posts. The group identified General Medicine physician recruitment as a priority for the pilot, with Velindre UNHST & BCUHB also expressing a requirement for Oncology Senior Clinical Fellows.

Anna Davies in the Digital Workforce team completed the considerable work required to allow NWSSP to be recognised as a GMC sponsorship organisation for doctors of all grades and specialties who are recruited through our agreed All-Wales processes to work in any organisation in NHS Wales.

Earlier this month a delegation including consultants in-country (New Delhi and Kochi), led by NWSSP, undertook in-person and online interviews for approximately 50 shortlisted candidates for junior clinical fellows (**9 posts across 2 HBs**), senior clinical fellows (**up to 6 posts in 1 HB**) and oncology senior clinical fellows (**1 post each in one HB and a trust**).

The in-country doctors from Wales had the opportunity to visit hospitals and medical schools in both Delhi and Kochi to understand local services and medical training and give them insight into the support needed for IMGs recruited by this process.

At the end of the interviews 17 junior fellow candidates were appointable, 4 senior clinical fellows and 4 oncology fellows. One HB has decided to offer 2 oncology posts given the calibre of candidates. Any remaining appointable doctors will be considered by the HBs already recruiting and may then be offered to HBs who were not engaged in recruitment on this occasion.

Following this recruitment pilot, we will undertake an exercise to identify the value added to the system as well as savings realised by recruiting IMG staff rather than relying on short term high-cost locums or costly commercial agency recruitment.

Next Steps: NWSSP will engage with our HB partners to identify the next specialties for recruitment.



L → R top

- *The busy HR desk, manned by Sally Owen (HDUHB), Paul Young and Anna Davies (both NWSSP)*
- *Nursing and medical recruitment teams meeting the senior team at a Ernakulam government hospital, Kochi,*
- *Dr Inder Singh(ABUHB) and Dr Sarah Davidson (HDUHB) interviewing in Kochi*

Bottom

- *Dr Inder Singh & Angela Jones (NWSSP) meeting junior doctors and trainees at the Government Medical College, Ernakulam, Kochi*

Trainee Hub and Single Lead Employer App

We have introduced a new Trainee Hub and Single Lead Employer App for Medical, Dental and Pharmacy Trainees in October 2023. The Trainee Hub has been created as a Power App and a SharePoint site as a base platform for the trainees to access all the information they require. The reason for the two sites of access is so trainees can access the information as they prefer. It provides quick and easy access to frequently requested Policies & Procedures as well as Health & Wellbeing facilities. The trainees can apply for Maternity / Paternity / Shared Parental Leave via an online form as well as submit requests for Special Leave. They can self-report a sickness absence (start of absence and return) which prevents delays to the absence end dates being received which can impact salary. The hub also contains our Frequently Asked Questions and detailed information around salary, LTFT salaries and incremental credit.