

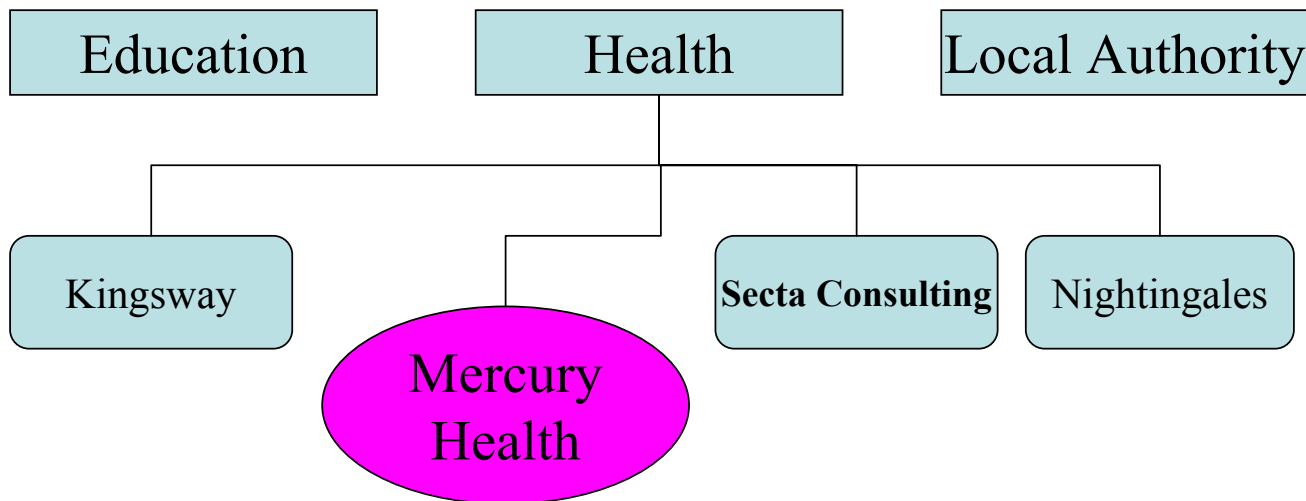
## **FIPO Meeting Royal College of Obstetricians and Gynaecologists**

**Mark Smith  
Development Director – Mercury Health Group**

10<sup>th</sup> March 2004

# Tribal Group

Professional Services to the Public Sector



- Increasing Capacity – NHS and Independent Sector
- Plurality of provision – Competitive tension
- Patient Choice - 5 Options at point of referral
- Payment by Results – HRG Tariff

- “The provider shall not employ or engage for the purposes of providing the services or in relation to any other matter concerning this agreement any doctor or other Health Care Professional who has been employed or otherwise engaged by a Health Service Body within the previous 6 month period.”
- Except through a “structured secondment” with their employer.

NHS IS INCREASINGLY LOOKING OVERSEAS TO SOLVE STAFFING CRISIS ON WARD

# Hospital that has nurses from 68 different countries

By Maxine Frith  
Health Correspondent

THE full extent of London's dependence on foreign nurses to combat chronic staffing shortages is revealed in a report today.

A quarter of all nurses working in the capital are now from overseas – and one hospital alone is employing staff from 68 different countries.

The expert report from the Royal College of Nursing states that in five years' time, up to 60 per cent of nurses in some British hospitals may come from abroad.

It warns, however, that with other countries also facing severe nursing shortages, it may become increasingly difficult for the NHS to recruit international staff. NHS managers reported difficulties with foreign staff, particularly language problems and racism from British counter-

**'Without foreign staff some care organisations could not function'**

parts. For the first time last year, the number of foreigners coming on to a nursing register was greater than a number of home-grown staff.

There are more than 40,000 internationally recruited nurses working in the UK. Most are from the Philippines, while others have come from Sri Lanka, Australia, South Africa and Zimbabwe. Numbers of foreign nurses have doubled in the past three years, and most are based in London.

Nationwide, one in 12 nurses is now abroad – in the capital, one in six have been recruited from overseas.

Report author Professor James Frith said: "Relative to most other countries, England is currently heavily dependent on internationally recruited nurses.

It is no exaggeration to say that some health care organisations would cease to function without international nurses. The UK may decide to continue with current international recruitment but it will have to be sure that the flow of nurses out of the UK may be a more significant factor in the future."

While many health bosses said foreign staff had adapted well and had thrived in the UK, seven out of 10 had experienced problems with the English language skills of the nurses recruited from overseas.

The report also found that nurses in developing countries had difficulties deciding how much pain



World class: nurses Sue Anderson, Imelda Chan, Warren Austin, Evonne Mondor and Yu-Sum Sung at Great Ormond Street Hospital

## Nations unite in operating theatre

THEIR uniforms are the same, and their qualifications are of the same high standard, but nurses on the afternoon operating theatre shift at Great Ormond Street Hospital come from all over the world.

The snapshot of the busy unit found nurses from Canada, Australia, the Philippines, Hong Kong and New Zealand.

Senior sister in theatres, Julie Wright, said: "Foreign nurses come here because they want to see the world and because of the professional development we can offer them, so we all benefit."

The hospital ward includes New Zealander Sue Anderson, Filipino

By Maxine Frith

Imelda Chan, Australian Warren Austin, Canadian Evonne Mondor and Yu-Sum Sung from Hong Kong. Sue Anderson, 30, a senior staff nurse from New Zealand who has worked at the hospital for three years, said: "I came here because there are more courses on offer and the standard of living is better. My only complaint is when I tell people what I do sometimes they turn their noses up at me."

Imelda Chan, 32, moved from the Philippines to the UK when she was 16 and trained here because she has British citizenship. She

said: "I intend to stay permanent even though I get homesick. People here are less grateful for the help, service and often complain."

Evonne Mondor, 34, from Canada, said: "When I graduated there were no jobs in Canada so I had to go to the US first to find work."

Yu-Sum Sung, 32, a senior staff nurse from Hong Kong, said she came to the UK to join her family. "The profession is better respected here and everyone is friendly."

Other nations on the ward include Germany, the Dominican Republic, the Seychelles, Spain, Belgium, Italy, the US, Austria and Denmark.

relief to give patients, mainly because of shortages of drugs in their home nations.

Nurses from Africa were rougher with patients in psychiatric institutions – another cultural difference shown in the report. Foreign nurses also experienced racism from other

nurses and patients. The report warns that, with an international recruitment crisis in nursing, it may become harder for the NHS to lure foreign staff to hospitals.

America, Canada and Australia are all suffering from staff shortages, and hospitals in these countries have

already started recruitment drives in the UK, offering nurses huge rises.

Professor Bachan warns that nurses from the Philippines are increasingly coming to England on a route into better-paid jobs in the UK.

**Editorial Comment: Page 11**

# Credentiailling



- Continuous assessment
- Legal work permit/visa
- English speaking
- GMC registered
- Specialist register
- Good references
- Fit and healthy
- Thorough interviews
- Criminal record checks

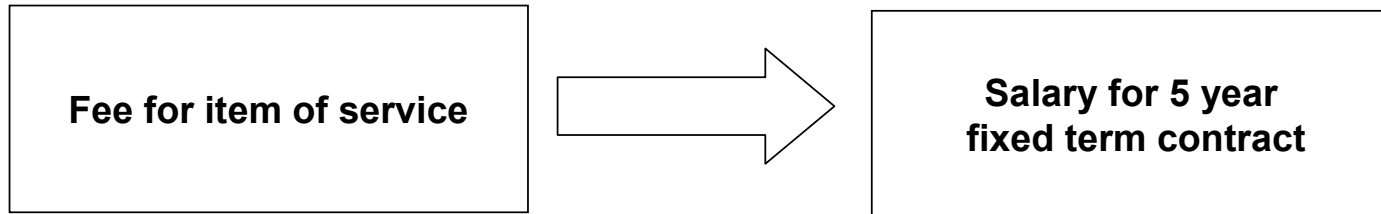


# Specialties



- Orthopaedics
- Endoscopists
- General Surgeons
- Urologists
- Anaesthetists
- Radiologists
  
- Ophthalmologists

- ISTC Contract is for 5 years – 2005-2010



- 6 month, one year and two year contracts

- Part time/sessional working

- Structured secondments

- Must fit financial model



# What ISTCs need from surgeons



- A professional employee/contractor
  - Working to guidelines/protocols
  - Evidence based practice
  - Teamwork
    - Within the profession
    - With other professions
  - Innovation
  - Flexibility

# What ISTCs offer to surgeons



- **An attractive package**
  - A new and efficient workplace
  - No interruption from emergency work
  - Dedicated support teams
  - A share in success
  - A fair 'public sector' reimbursement rate
  
- **ISTCs must be able to hit NHS tariff**
  - Patient choice
  - Payment by results