

COVERSHEET

Meeting	Board of Directors' meeting in PUBLIC
Paper Title	Allocation of Capital Funding - International Nurse Recruitment
Date of meeting	5 th November 2020
Date paper was written	21 ST October 2020
Responsible Director	Hayley Flavell, Director of Nursing
Author	James Drury, Interim Director of Finance
Presenter	Hayley Flavell, Director of Nursing/James Drury, Interim Director of Finance

EXECUTIVE SUMMARY

The NHS England and NHS Improvement Nursing Directorate has identified funding to support nursing international recruitment. This is critical work to support the delivery of the NHS Long Term Plan and to reduce nursing vacancies across the system.

Following expressions of interest, funding has been allocated to selected NHS Trusts that have committed to expedite the supply of already appointed nurses waiting to come to the UK, to arrive and to be OSCE trained before 31 January 2020 (Strand A).

SaTH's bid for funding has been approved and the Trust will be awarded £233,356 to support the arrival and OSCE training by 31 January 2021 of 113 nurses. The funding is intended to be directly discharged by the Trust's Director of Nursing so that there is direct oversight of the use of funding to focus on effective management and a positive experience for the international nurses. Funding will be awarded upfront.

The attached MOU outlines the terms of this funding and the responsibilities of the NHS England and NHS Improvement Nursing Directorate and The Shrewsbury And Telford Hospital NHS Trust.

The Board of Directors are asked to, due to the timescale for submission (28th October 2020), retrospectively approve the signing of this MoU.

Previously considered by	Finance and Performance Assurance Committee 27 th October 2020 – recommended approval by the Board of Directors
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THE BOARD OF DIRECTORS' (Committee) ARE ASKED TO:

<input checked="" type="checkbox"/> Approve	<input type="checkbox"/> Receive	<input type="checkbox"/> Note	<input type="checkbox"/> Take Assurance
To formally receive and discuss a report and approve its recommendations or a particular course of action	To discuss, in depth, noting the implications for the Board or Trust without formally approving it	For the intelligence of the Board without in-depth discussion required	To assure the Board that effective systems of control are in place

Link to CQC domain:

<input checked="" type="checkbox"/> Safe	<input type="checkbox"/> Effective	<input type="checkbox"/> Caring	<input type="checkbox"/> Responsive	<input checked="" type="checkbox"/> Well-led
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Link to strategic objective(s)	<p><i>Select the strategic objective which this paper supports</i></p> <p><input type="checkbox"/> PATIENT AND FAMILY Listening to and working with our patients and families to improve healthcare</p> <p><input checked="" type="checkbox"/> SAFEST AND KINDEST Our patients and staff will tell us they feel safe and received kind care</p> <p><input type="checkbox"/> HEALTHIEST HALF MILLION Working with our partners to promote 'Healthy Choices' for all our communities</p> <p><input type="checkbox"/> LEADERSHIP Innovative and Inspiration Leadership to deliver our ambitions</p> <p><input type="checkbox"/> OUR PEOPLE Creating a great place to work</p>
Link to Board Assurance Framework risk(s)	BAF 1533 IF we do not implement all of the 'integrated improvement plan' which responds to CQC concerns THEN we cannot evidence provision of improving care to our patients.

Equality Impact Assessment	<p><input checked="" type="radio"/> Stage 1 only (no negative impact identified)</p> <p><input type="radio"/> Stage 2 recommended (negative impact identified and equality impact assessment attached for Board approval)</p>
Freedom of Information Act (2000) status	<p><input type="radio"/> This document is for full publication</p> <p><input type="radio"/> This document includes FOIA exempt information</p> <p><input checked="" type="radio"/> This whole document is exempt under the FOIA</p>
Financial assessment	

Memorandum of Understanding (MoU) between NHS England and NHS Improvement Nursing Directorate and The Shrewsbury And Telford Hospital NHS Trust for International Recruitment Expansion

1. Rationale

The NHS England and NHS Improvement Nursing Directorate has identified funding to support nursing international recruitment (IR). This is critical work to support the delivery of the NHS Long Term Plan and to reduce nursing vacancies across the system.

Following expressions of interest, it is allocating funding to selected NHS trusts that have committed to expedite the supply of already appointed nurses waiting to come to the UK, to arrive and to be OSCE trained before 31 January 2020 (Strand A). This MOU agrees the terms of this funding and the responsibilities of the NHS England and NHS Improvement Nursing Directorate and **The Shrewsbury And Telford Hospital NHS Trust**.

2. Duration

The funding will be allocated in financial year 2020/21 and for Strand A will cover associated funding requirements with supporting the arrival and OSCE training of overseas trained nurses by 31 January 2021.

3. Funding

The funding is provided to enable greater capacity to support the arrival, induction, OSCE training and pastoral support for international nurses that the trust appointed before 20 September 2020.

The funding is intended to be directly discharged by the trust's Director of Nursing so that there is direct oversight of the use of funding to focus on effective management and a positive experience for the international nurses. Funding will be awarded upfront.

The funding that will be awarded to The Shrewsbury And Telford Hospital NHS Trust is £233,356

4. Responsibilities of NHS England and NHS Improvement

The NHSE/NHSI Nursing Directorate commits to:

- Issuing funding following the confirmation of this agreement
- Collate the experiences and issues raised during this funding process and consider their applicability for further funding processes for international recruitment
- Conduct an evaluation of the impact of the funding and collect information from trusts that receive Strand A funding to support this.

5. Responsibilities of The Shrewsbury And Telford Hospital NHS Trust

The Shrewsbury And Telford Hospital NHS Trust has bid for Strand A of the international recruitment funding process and will put in place infrastructure and processes to support the arrival, induction, OSCE training and pastoral support for international nurses that the trust appointed before 20 September 2020:

Support arrival and OSCE training by 31 January 2021 of 113 nurses.

The trust's plan will have been discussed and supported by Directors of Nursing.

The Shrewsbury And Telford Hospital NHS Trust commits to:

- Carrying out activities relating to supporting the arrival and OSCE training of international nurses committed to in its Strand A submission.
- Providing information on nursing IR in the Monthly Provider Workforce Data Collection (submitted via the Provider Financial Monitoring System (PFMS)) each month, including new information required on Strand A progress. For more information contact NHSI.workforce@nhs.net
- Post 31 January 2021, providing information on the actions the trust has taken to achieve their target.
- Ensuring all IR activity adheres to the [Code of Practice for International Recruitment](#). In particular, ensuring you do not recruit from developing countries unless there is a government-to-government agreement in place (see [here](#) for the current list of relevant developing countries).

6. Monitoring and reporting

NHS England and NHS Improvement have the ability to reclaim this funding if The Shrewsbury And Telford Hospital NHS Trust is seen not to be using the funding appropriately or set out in this MOU, or if they fail to reach their target sufficiently.

7. Variation of the MoU

Any amendments to this MoU will be agreed directly between the signatories

8. Signature of agreement to MoU

Commitment to this MoU is given on behalf of the parties:			
NHS England and NHS Improvement Nursing Directorate		The Shrewsbury And Telford Hospital NHS Trust	
Name	Fabian Henderson	Name	
Position	Head of Workforce Policy and Improvement	Position	
Date	20/10/2020	Date	