

To: Trust Chief Nurses
cc. Trust IR leads
ICS Chief Nurses
Regional Chief Nurses
Regional IR leads

NHS England and NHS Improvement
Wellington House
133-155 Waterloo Road
London
SE1 8UG

13 June 2022

Dear Colleagues,

International Nurse Recruitment Recovery of Service Fund and Accelerated Development Transformation Fund

Thanks to your efforts, the NHS has continued to welcome thousands of international nurses to our services, bringing their expertise and commitment to our patients, local populations and colleagues. As part of our ongoing support of international nurse recruitment, this letter summarises:

1. A new nursing international recruitment (IR) funding offer available to support you to increase your current 2022 nursing IR target
2. A new Accelerated Development Transformation Fund to support innovative approaches to recognising prior experience and/or accelerate the development and progression of internationally educated nurses and midwives (IENMs)

International Nurse Recruitment Recovery of Services Fund:

The additional funding is to support you with additional international recruitment activity for the transition from [response to recovery of services](#), particularly as we look ahead to winter, and the needs of urgent and emergency care and elective recovery.

Funding Offer:

- This funding provides opportunity for you to expand your current nursing IR arrivals between 1 August 2022 – 31 December 2022.
- Based on the level of expected demand from NHS Trusts, we will aim to provide c.£4,000 per overseas nurse.
- For organisations that bid for the IR Recovery of Services Fund, we will also aim to provide you on average £40,000 in infrastructure funding to support you to increase your capacity to recruit additional international nurses.

- Please note, this amount is based on the level of expected demand from NHS Trusts so may vary and will also be dependent on the size of any increase in target.
- Midwives are not included in the scope of this funding.
- Please see Annex 1 for conditions on how funding can be spent.

Considerations

In reviewing applications for funding, we will consider your trust's vacancy position and leaver rates, including workforce needs around recovery and winter and operational pressures, and delivery of IR to date. Executive approval of submissions will be required.

Funding will be allocated to NHS Trusts that are on track to achieve their current 2022 commitments as per your signed MOU. Please therefore ensure your Provider Workforce Return (PWR) submissions are complete and up to date. Please see Annex 1 for further bidding details.

We recognise that OSCE capacity is currently challenging. We are working with the NMC to bring forward candidates waiting the longest for their OSCE. The new test centres in Northumbria and Leeds are now open and are expected to be operating to capacity from July. NMC modelling indicates that OSCE test provision should exceed demand from August 2022, and we will continue to work with the NMC to ensure this continues to be the case.

As a reminder, we commissioned The Nuffield Trust on [the return on investment of overseas nurse recruitment](#). We hope this will be helpful in writing business cases relating to nursing IR, and discussions with your board.

Next steps on International Nurse Recruitment Recovery of Services Fund

- Please complete the attached spreadsheet to england.nursingworkforce@nhs.net by 5pm 08/07/2022.
- We will aim to provide the outcome of your expression of interest within 3-4 weeks of the submission date.

To note, we initially planned to transfer your second tranche of the 2022 nursing IR funding in early 2022/23. Given this new available funding, we propose to delay the issuing of the second tranche until any additional targets are confirmed. This will reduce burden on your finance teams. **If this delay will cause any financial issues, then please let us know and we will organise the second tranche payment and organise a third payment in September 2022.**

Accelerated Development Transformation Fund

New funding is available for up to 21 pilots (up to £75k per pilot) that aim to scope and develop innovative approaches to recognising prior experience and/or accelerating the development and progression of internationally educated nurses and midwives (IENMS).

These pilots will test approaches to support improved recognition of IENMs existing specialist clinical skills and/or leadership experience. The overall aim is to facilitate wider learning and application across the NHS.

Funding Offer:

The projects can support IENMs that are already working in the NHS, or new arrivals. We welcome projects which focus on one or more of the following:

- Direct recruitment of international nurses into roles Band 6 and above
- Short and medium-term initiatives that demonstrably improve the development and progression of IENMs into more senior /advanced clinical and leadership roles – these initiatives must consider prior experience and qualifications
- Supporting those making recruitment decisions in the recognition of prior experience and enhancement of cultural competence

Pilots will be expected to deliver results by 31 March 2023.

Collaborative bids are welcomed. Please see Annex 2 on NHSEI's support offer and how to apply for funding. Executive approval of this submission is also required.

Next Steps on Accelerated Development Transformation Fund:

- Please complete the attached spreadsheet by 5pm 29/06/2022 to your regional IR lead (email addresses in Annex 2)
- We will aim to provide the outcome of your expression of interest within 2-3 weeks of the submission date.

If you have any questions on either of the funding opportunities, please do not hesitate to contact: england.nursingworkforce@nhs.net

Finally, I would like to again thank you and your teams for all your incredible work to date in recruiting and supporting thousands of international nurses working in the NHS.

Best wishes,

A handwritten signature in black ink, appearing to be 'Duncan Burton', with a long horizontal stroke extending to the right.

Duncan Burton
Deputy Chief Nursing Officer for England
NHS England and NHS Improvement

Annex 1: International Nurse Recruitment Recovery of Services Fund

Bidding for funding

- This funding is intended to expand future international nurse recruitment and to provide high quality pastoral care in order to support staff retention.
- We aim to provide £4,000 per overseas nurse, and on average c.£40,000 in infrastructure funding to trusts.
- You will be required in the template to confirm:
 - How many additional nurses you can recruit by 31 December 2022 on top of your current commitment, including a monthly breakdown of appointments and arrivals
 - Confirmation that you have received executive approval to increase your current target
- Please note that you will be required to follow the same conditions set out in your current MOU - please ensure you familiarise this before agreeing to this increase.
- As with all funding offers, please ensure all your IR activity adheres to the [Code of Practice for International Recruitment](#). In particular, ensure you do not recruit from developing countries unless there is a government-to-government agreement in place (see [here](#) for the current list of countries on the WHO Safeguard List). This will be a condition in the Memorandum of Understanding between us and trusts on any IR funding support provided.
- This funding is intended for NHS Trusts already in receipt of funding to support arrivals in 2022. Any NHS trusts that do not meet these criteria and want to apply for funding please email england.nursingworkforce@nhs.net and a separate template will be provided.

Infrastructure funding to support recovery of services

- Funding can be used flexibly to support an expansion in IR activity. It could include expanding the following:
 - Pastoral support and clinical educator roles
 - Accommodation provision
 - Onboarding support
 - Health & Wellbeing support
 - Wider training and facilities costs associated with an expansion in indication and clinical education to support nurses
 - Rotational programmes facilitating the movement of and opportunities for international nurses
- We aim to provide on average c.£40,000 per trust, however please note, depending on level of demand this may vary and it will also be adjusted depending on the size of any increased ambition.
- Please be aware, this infrastructure funding will be non-recurrent for financial year 2023/24. Therefore, from April 2023 organisations will need to fund recurring costs thereafter.

Bid assessment

- We will require executive support within your organisation.
- The funding will be awarded to Directors of Nursing so that there is direct oversight of the use of the funds to focus on effective management and a positive experience for the new international nurses.
- When assessing bids, we will consider progress to date on all previous funding commitments.
- Each trust will be expected to report on their progress on nursing IR committed to in this funding application process as an item at the organisation's public board, as well as NHSEI's Provider Workforce Return (PWR).
- The funding will be an upfront payment to ensure you can quickly accelerate IR plans.

Annex 2: Accelerated Development Transformation Fund

Support offer

NHSEI will provide support for the development of your projects via:

- Regional and national IR teams
- Individual help to each project team to develop a project initiation document and project plan
- Bi-monthly knowledge sharing meeting with all regional projects represented
- Sharing best practice in accelerated development and recognising prior experience through IR case studies and resources, including a webinar exploring Accelerated Development
- An online forum within the FutureNHS Collaboration Platform for IR Leads to allow easier sharing of ideas and discussion
- Bi-monthly reporting of progress via short online report
- Support with the evaluation of outputs and impact of the funding

Applying for funding

Please complete the attached Expression of Interest form and submit this to your Regional IR Lead (list of IR Leads below) by 29 June 2022. Bids from individual trusts or collaborations are welcomed.

You will need to provide information on how the proposed initiative / pilot will achieve success as well as outline how you will sustain the change and disseminate learning in your organisation and region.

We will endeavour to notify NHS Trusts of the outcomes of bids in July 2022 and pilots will be expected to deliver results by 31 March 2023.

Region	NHS England and NHS Improvement IR lead/contact
East of England	GabrielleIrwin@nhs.net
London	Selina.Trueman@nhs.net
Midlands	natalie.burbidge@nhs.net
North East and Yorkshire	Victoria.Bagshaw1@nhs.net
North West	Steven.Colfar@nhs.net
South East	Debbie.Knight6@nhs.net
South West	Edward.Cox2@nhs.net