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Recruitment of Overseas Nurses and Midwives in the United Kingdom

A Special Guide to Employment and
Immigration Requirements



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Introduction

The British Government through the MAC (Migration Advisory Committee) has finally recognised the serious situation that exists in the UK in relation to the shortage of nurses and has re-instated general nurses on to the SOL (Shortage Occupation List) the first time this has happened since 2008, on a temporary basis whilst establishing the long term requirements of nursing needs.

For a number of years there have been nurses on the SOL, but in specialist areas such as neo-natal infant and child care, but this departure from specific nursing skills to that of considering all nursing capabilities provides the opportunity for non-EU nurses to apply to come to the UK for a minimum of 3 years under the SOL conditions.

About DAYSPRINGPS

With learning requirements for a strong command of the English Language allied to the need to undertake a computer based nursing test, (CBT) persuaded DAYSPRINGPS to take an active part in the promotion of overseas nurses to the UK. We have linked up with one of the best providers of non-EU nursing professionals to the UK – BAC Healthcare, whose expertise and experience will position DAYSPRINGPS to deliver top level support service.

As part of DAYSPRINGPS's educational commitment, the English Language support concentrates on improving prospective non-EU nurses' use of English, which is an important aspect when considering nursing employment in the UK. We are able to support nurses to prepare for and pass the IELTS 7.0 (International English Language Testing System) in all four subjects - speaking, reading, listening and writing, which is a minimum requirement.

Skills That UK is Seeking

There is a significant shortage of nurses in the UK that cannot in the short term be addressed by training new nurses in the UK and having tried to fulfil this need from Europe, but failed, have appreciated that the only way forward in the immediate future is from the recruitment of nurses from countries outside the European Union.

However, they are looking for well qualified graduate nurses (minimum 3 year course) with at least one years' practical work experience within the healthcare industry and IELTS 7.0 in all four subjects, speaking, reading, listening and writing, these are the minimum requirements and have to be complied with to qualify.

Process for Nurses (NMC)

Requirements

→ A requirement of IELTS (International English Language Testing System) 7.0 in all four disciplines, reading, writing, speaking and listening

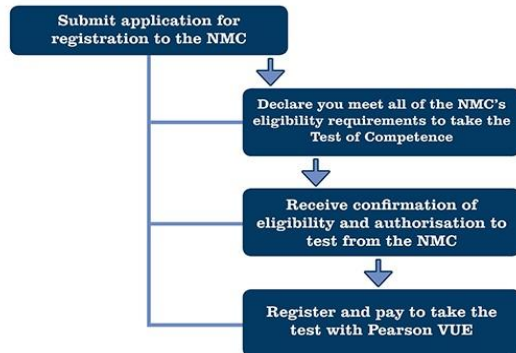
Nursing and Midwifery Council

The Test of Competence (ToC)

The Nursing and Midwifery Council (NMC), the professional regulator for nurses and midwives in the United Kingdom (UK) has approved the development and administration of a two part test of competence for nurses and midwives seeking registration in the UK.

The first of these tests is a computer based test (CBT) and can be undertaken at various Pearson VUE test and professional centres.

Overview of the registration process for the TOC



→ General Nursing – registration as a general nurse

→ Must be 3 years in length, have 500 hours of clinical practise that must be evidenced by their Transcript of Training (all in English or if translated by a certified Translator)

→ The nurse must have practised for at least 12 months if already qualified for more than a year then they must have at least practised for 450 hours in 3 years.

→ Nurses must hold a current registration or license without restriction with the Licensing Authority or Registration body in both the Country they qualified or have been practising

→ Must have completed at least 10 years of school education

Eligibility

Applicants must complete a self-assessment to confirm their eligibility to apply prior to beginning their application process – they need to provide supporting evidence of these declarations during the assessment stage of the process. (IELTS not required at this stage)

Test of Competence – Part one

Nurses and midwives who have trained outside the EEA (European Economic Area) and want to work in the UK as a nurse or midwife must gain professional registration with the Nursing and Midwifery Council (NMC). Applicants are tested for competence through a two-part process to gain registration.

Part one - computer based multiple-choice examination which is accessible around the world for applicants to access in their home countries.

Part two - practical observed structured clinical examination (OSCE) which will always be held in the UK.

This is a computer-based test (CBT) Multiple Choice, and can be taken in test centres around the world. Applicants have two attempts at the test, failure means waiting six months before trying again. Pearson VUE is the test provider.

Once the nurse has passed the initial NMC self-assessment test they will have up to 3 months to book their CBT.

Assessment

- A valid passport, Birth Certificate, a qualification Certificate for each qualification being submitted, Registration Certificates from each jurisdiction where the applicant has practised/been registered.
- Two employment references confirming the nurses' post-registration practise of at least 12 months, their competence and character, need to be from different senior nurse/clinician if from the same establishment.
- Verifications from all jurisdictions
- Transcript of Training for all relevant nursing
- A good health declaration from the nurses Doctor
- A police Clearance certificate from all countries where the applicant has lived since aged 18 and are valid for 3 months from date of issue.
- All the forms are downloadable, but only once the nurse reaches the assessment stage, not before!

The NMC aim to process applications within 70 days and if successful will be invited to sit the OSCE in the UK, so at this stage the nurse can fulfil all the criteria for immigration purposes (see below).

Test of Competence – Part Two

- Objective-structured clinical examination (OSCE) completed only in the UK (to be undertaken by the University of Northampton)
- Face to face ID check
- They will have up to 2 years to achieve NMC registration, allowed a number of failures but need to start the process all over again if they do not pass, then they will need to return to their own country/exit the UK if this takes more than 3 years, their SOL visa permission period.

Process for Nurses (Immigration)

Immigration Requirements

- A nurse needs to be sponsored (Certificate of Sponsorship)
- A nurse needs to apply for Tier 2 (General) visa. You can apply up to 3 months prior to expected travel and should get a decision within 3 weeks (Malaysia 15 days/Philippines up to 60 days) and the Visa is valid for up to 3 years
- You can stay up to 5 years and 14 days under a Tier 2 (General) visa and may not arrive in the UK more than 14 days prior to your sponsorship starting.
- You can work for your Sponsor
- Do a second job in the same field of practise up to 20 hours per week
- Do a job which has a shortage of workers in the UK up to 20 hours per week
- Do voluntary work
- Study as long as it does not interfere with your sponsored job
- Multi-entry visa
- Bring family members with you

- You cannot get Public Funds, start working before you get a visa
- Apply for a second job before starting work for your sponsor.

Eligibility

- A certificate of Sponsorship reference number
- IELTS 6.5 in all 4 disciplines, reading, writing, speaking and listening.
- You will need £945 in savings unless your Sponsor is a fully approved (A rated) and states you will not claim benefits during your stay.

Documents You Must Provide

- A current Passport
- A passport sized colour photograph
- Bank statements showing the £945 (if required) and needs to have been there continuously for 90 days or a sponsors' letter stating he will provide accommodation for the first month.
- IELTS 6.5
- Tuberculosis (if required)
- Biometrics

How Long Will Processing Take?

Within 8 weeks for online applications

Within 10 days if you can access the Tier 2 Priority Application Service

Usually on the same day if you use the Premium service

UK Nursing Employment Cost / Benefit Analysis

1. Cost

Initial fees payable from / in your country of residence

- DAYSPRINGPS Registration Fee **£109.95**
- Initial Application fee payable directly to the NMC, cost **£140.00**
- Pearson Vue computer based test (CBT) approximate cost **£130.00**
- Initial costs (excluding IELTS) payable in your own country **£320.00** (DAYSPRINGPS will offer this in Lagos and Abuja for 8 weekends).
- IELTS Review and Exam fees vary country to country, but Exam fee usually costs around £125 payable to the Exam Centre. (Example of IELTS Review Costs; Malaysia -15 hours £220, 30 hours £400; South Africa -15 hours £280, 30 hours £500; Kenya -15 hours £200, 30 hours £400)

Note: No costs to applicants for the Employers Sponsorship letter

- Work Permit/Medical Costs – payable from/in your country of residence
- Work Permit/Visa for your-self and each dependent, (if any) cost **£428.00**
- Mandatory medical coverage £200 per year. For a three-year visa **£600.00**
- Total minimum payment outside of the UK **£1,722.95**

Payments due once in the UK

- OSCE held at Northampton University and payable in the UK, **£992.00**
- Final Registration – once the above is completed the overseas nurses can register on-line and gain their Registration number (PIN) **£153.00**
- Total of OSCE/Final registration costs for payment in the UK **£1,145.00**

(your sponsor may be prepared to assist you with some of these costs)

N.B.: The purpose of this information is to ensure transparency and better financial planning of the entire process.

2. Earnings Benefit

The minimum salary for unregistered nurse is £16,271/year once registered £21,478/year.

However, in addition an unregistered or registered nurse is allowed to work a further 20, hours per week for an alternative employer within the Health Care Industry. This could see nurses doubling their basic income in a year as nursing agencies are likely to pay between £10 and £20 per hour, £200 to £400 per week. This would be on top of your normal wages paid by your full time employer.

Full time work = £16270 (before registration).

Part time work = £12,600 (for 42 weeks of work, assuming a 10-week holiday).

N.B.: Total average minimum annual income is equal to £28,870.00