

A dark blue background featuring a stylized, light blue world map. The map is composed of geometric shapes and is centered behind the main text.

A GUIDE TO THE ETHICAL RECRUITMENT OF NURSES & CAREWORKERS FROM OVERSEAS



HarleyMedical
SERVICES LIMITED

With the ongoing shortage in the UK of both healthcare workers and care workers continuing to burden private and public health services, the process of sourcing, recruiting and migrating healthcare professionals from outside of the UK offers a vast resource to help stem the problem.

Harley Medical have developed an excellent track record in helping both private and public health service providers more easily navigate the process and embrace overseas recruitment as a solution to their recruitment challenges.

Harley Medical has been supplying medical and care professionals to the NHS and private care companies since 2014 and has developed a specialism in the ethical relocation of thousands of international care professionals into permanent roles in the UK.

We use our extensive experience to take the complexity out of the process and help you to tap into the rich source of qualified nurses from the sub-continent, who are seeking to work in the UK as carers, to enable you to meet your recruitment objectives, achieve much higher rates of retention and stabilise your workforce to help secure your organisations long term future.

We have compiled this guide to provide clarity and understanding to what can otherwise appear to be a highly complex and difficult process to undertake.

Making overseas medical recruitment easy

We fully embrace the values of ethical recruitment outlined in the **NHS Code of Practice for International Recruitment and the World Health Organisation guidelines.**

We operate to the highest ethical standards and deliver a professional and comprehensive service to our clients.



Nurse to Nurse



In recent years Harley Medical is proud to have established a specialism in the relocation of international healthcare professionals into permanent roles in the UK.

We have built an extensive knowledge base and our multi-national team are highly experienced in the sourcing, recruitment and relocation of high-quality nurses into both nursing and care roles, enabling us to source thousands of qualified nursing professionals from various regions of the sub continent.

We fully understand the complex logistical challenges this presents for the clients and the huge personal commitment undertaken by the candidates and have perfected a processes to minimise the pressure on both.

In addition we offer an established OET and IELTS training programme delivered by our training partners.

Nurse to Care

Harley Medical source and supply nurses, relocating from a number of regions of the sub-continent, qualified to NHS standards with a minimum level 5 English who are content to work as Care Assistants on a 36 month contract whilst obtaining their NMC Pin.

This offers an excellent long term source of both care assistants and nurses to help organisations meet their recruitment objectives in both the short and long term.

We manage the entire process from candidate sourcing in the country of source through to their arrival in the UK. Our overseas agents undertake screening through a preliminary interview process including background checks appropriate to the specific country.

We arrange and deliver regular recruitment webinars, giving candidates a clear insight into the prospect of relocating to work in the UK to work in the Care sector.

More than 80% of nurses taking up care positions UK expressed their preference to remain in the care sector long term.



75 days from offer to start date



The process from interviewing a qualified nurse to them starting work in the UK as a care worker is typically completed over 75 days. Nevertheless, there are a number of potential delays most of which Harley Medical are experienced in avoiding, limiting or circumnavigating. We offer legal advice from experienced immigration lawyers to assist in navigating this process as efficiently and cost effectively as possible.

Are you a Tier 2 Sponsor?

To qualify to recruit nurses from outside of the UK, the Home Office require your organisation to hold Tier 2 Sponsor license for skilled workers.

We can help you with this process but ultimately you will need to make your sponsorship application to the Home Office, which costs approximately £1,000 and takes about 6 to 8 weeks. As part of your application you will need to provide clear evidence of your organisations solvency, its veracity that the positions you are recruiting for meet certain Home Office requirements.

Once secured, your license will last for 3 years and there is no limit to the number of nurses you can recruit during that period.

As a Tier 2 Sponsor, you will need to allocate a Certificate of Sponsorship to each nurse you recruit from outside the UK.

Day 1

Candidate on-line interview

Day 2

Offer letter

Day 10

COS issued

Day 21

Collating compliance documents

Day 24

Completing internal compliance

Day 31

Visa Filed

Day 38

Biometric Appointment

Day 52

VISA in hand

Day 65

Accommodation confirmed

Day 70

Flight to UK

Day 75

Start date

*Priority services are available at extra cost

Candidate sourcing & presentation

Sourcing

We operate a network of overseas affiliates across the sub-continent who assist us in sourcing potential candidates who want to apply for overseas nursing and care jobs.

Our affiliates in each country of source use a combination of direct sourcing and tele-recruiting to invite potentially suitable candidates to attend a webinar.

Once the candidate's name is entered in our database, an initial background check is completed on their contact details, passport details and qualifications.

As a result, only suitably qualified and experienced candidates are accepted and invited to attend a webinar.

After identifying the appropriate candidates, we conduct preliminary pre-screening interviews. This crucial step helps us ascertain that the candidate matches the clients' requirements including English language proficiency, personality and attitude.

Only then do we provide the employer with a list of candidates with CVs and a 2 minute introductory bio videos for each candidate.

Profile alignment

Based on the specific requirements of our clients we conduct a profile alignment before candidates are put forward for interview. For example, a hospital may require nurses with over 5 years nursing experience, who have completed a minimum of 3-year nursing qualification and have a minimum IELTS score of 6.5. We match the specific requirement to our database of candidates to make sure the right candidate's are put forward for interview.

SUPPLIER CODE OF CONDUCT

Each of our international recruitment partners supplying candidates commit to operate to the high ethical standards set out in our Supplier Code of Conduct.

This commitment includes transparency of fees for any training or migration services for which candidates may be charged and agreement for Harley Medical to audit their invoices.

This level of commitment mutually reinforces a collective dedication to ethical hiring practices and protects the interest of both our candidates and our clients.



Guarding against financial exploitation

Ethicor - Powered by Harley Medical

Our supplier code of conduct commits every agency supplying candidates to Harley Medical to an extremely high standard of ethical conduct, including our right to audit and their obligation to provide transparency of any charges levied on candidates.

However, no level of commitment from us or our agents guarantees that candidates are not exploited, as it is impossible to control what occurs at the very beginning of the supply chain when candidate may be exposed to unscrupulous operators within their own village or network of whom we have no knowledge.

To combat this risk we have developed and introduced the Ethicor (Ethical Overseas Recruitment) system which ensures that any candidate who may have been exploited outside of the control of Harley Medical or its suppliers is highlighted so that their circumstances can be fully investigated.

The Ethicor system is designed to maximise the transparency of the sums paid by candidates by comparing the fees that they declare with agreed levels of acceptable costs. Any candidate who the system identifies as having potentially been exploited can then be investigated before proceeding, therefore protecting the welfare of the candidate and reducing the risk to us and our clients of unknowing involvement in financial exploitation.



Selection

The Employer selects candidates to interview via a video platform and then selects candidates for the roles available and issues offer letters.

The Employer then provides contracts of employment and issues those as part of the visa application via Harley Medical's legal team. Contracts are drawn with additional clauses surrounding the immigration commitments where we typically have candidates committing to 1-3 years with penalties.

Compliance

Once the decision has been made to offer a candidate a position, the compliance process begins. Our cloud based compliance tracking system allows client's to monitor the compliance progress in real time.

Before anything is spent on DCoS allocation, travel or accommodation, we carry out rigorous checks, endorsed by the client, to make sure candidates meet the rigours of medical or care compliance.

At Harley Medical, we take pride in the integrity of our compliance process and believe it's another attribute that sets us apart from the crowd.



Resettlement & pastoral care

Sourcing accommodation

Finding and securing suitable accommodation can be an arduous, complex and difficult process. For clients that do not have the resources to undertake this process internally, we work closely with a number of the UK's largest letting agents and can assist in sourcing accommodation where required.

Resettlement

The resettlement of candidates arriving in the UK is vital to ensure they are able to deliver their best performance in the work place. To assist this process Harley Medical is able to manage the entire immigration journey if required. From booking flights and taxis to providing arrival food packages. We can play an active role in helping to settle the candidates on arrival. We offer a meet & greet pick-up service for candidates and assign them a Harley buddy to assist them in settling in to their accommodation. We can also assist them in set up their bank account and become connected by facilitating their phone connection.

Monitoring

Where Nurses are placed as pre-registered nurses then Harley Medical will remain in touch to monitor performance with the line manager on a monthly basis. Others will also remain in touch throughout their training.

Retention and replacement

Due to the financial and personal commitment made by candidates in coming to the UK coupled with the fact that any decision to leave an employer will affect their visa, retention is generally very high.

However, in the unlikely event that one of our candidates does break a contract then a replacement will be offered free of charge.



Harley Medical have introduced an app called 'Migration Buddy' to help candidates on their journey to the UK, to assist in their resettlement and to assist them in obtaining their OSCE..



Sponsorship license & costs

Visa applications

Once suitable candidates have been identified and offers letters confirmed, the employer is required to provide their Certificate of Sponsorship to match each role. This represents the first stage of the visa application process and it can take up to 4 weeks to obtain Home Office approval

During this process Harley Medical will maintain the communication and oversee the compliance process.

The cost to an employer for the Tier 2 Sponsorship Licence is:

*£536 for a small employer rising to £1,476 for a medium or large organisation.

*The Home Office fees per employee are then £364 - £1000 for one year plus a COS fee of £199, 2 years is £768 - £2200 plus a one-off COS fee of £199.

Legal assistance

Our legal team offer a service to assist the employer to manage their compliance in relation to Home Office regulations and handle the renewal of Licences and Visas.

Our legal partners have over 20 years experience in immigration law and, where necessary, are on hand to assist with the application and securing the Sponsorship licence as well as the DCoS and visa applications.

FUNDING OPTIONS

We operate 2 funding options.

Nurse to nurse:

The client pays the relocation costs in advance and the recruitment fee is only payable once the candidate is in the UK.

Nurse to care:

The candidates fund their own travel, training and relocation costs and the placement fee is only charged to the clients once the candidate is in the UK.



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