

International Recruitment Standards

Guiding principles of the NHS Code of Practice for international recruitment

The NHS observes a code of practice (CoP) for international recruitment. The Workforce Partnership recognise, support and fully comply with this CoP

We expect and enforced our suppliers in the UK and Abroad to be familiar with and comply with this CoP.

There are seven guiding principles that underpin the CoP.

1. International recruitment is a sound and legitimate contribution to the development of the healthcare workforce.
2. Extensive opportunities exist for individuals in terms of training and education and the enhancement of clinical practice.
3. Developing countries will not be targeted for recruitment, unless there is an explicit government-to-government agreement with the UK to support recruitment activities.
4. International healthcare professionals will have a level of knowledge and proficiency comparable to that expected of an individual trained in the UK.
5. International healthcare professionals will demonstrate a level of English language proficiency consistent with safe and skilled communication with patients, clients, carers and colleagues.
6. International healthcare professionals legally recruited from overseas to work in the UK are protected by relevant UK employment law in the same way as all other employees.
7. International healthcare professionals will have equitable support and access to further education and training and continuing professional development as all other employees.



International Recruitment Standards

Best practice benchmarks

It is expected that all organisations that comply with the code will apply these best practice benchmarks and will enter into contracts solely with recruitment agencies that have also agreed to abide by these.

- There is no active recruitment of healthcare professionals from developing countries.
- All international recruitment by healthcare employers will follow good recruitment practice and demonstrate a sound ethical approach.
- International healthcare professionals will not be charged fees in relation to gaining employment in the UK.
- Appropriate information about the role applied for will be available to all international healthcare professionals.
- All international healthcare professionals will have the appropriate level of English language to enable them to undertake their role effectively and meet registration requirements of the appropriate regulatory body.
- All appointed international healthcare professionals must be registered with the appropriate UK regulatory body.
- All international healthcare professionals who are required to undertake supervised practice should be fully supported in this process.
- All international healthcare professionals will undergo the normal health assessment prior to commencing employment.
- All international healthcare professionals will have appropriate checks undertaken for any criminal convictions or cautions as required by UK legislation.
- All international healthcare professionals offered a post will have a valid work permit before entry to the UK unless they are from the EEA area.
- Employers should respond appropriately to applications from international healthcare professionals who are making an individual application.
- All newly appointed international healthcare professionals will be offered appropriate support and induction.

