

**AGENDA ITEM**

(3.2.1)

**PEOPLE & CULTURE COMMITTEE**
**KEY PRINCIPLES WITHIN CTM FOR THE INDUCTION OF REGISTERED INTERNATIONAL NURSES (JAN 2020)**

<b>Date of meeting</b>	(13/10/2021)
<b>FOI Status</b>	Open/Public
<b>If closed please indicate reason</b>	Choose an item.
<b>Prepared by</b>	Sharon OBrien (Assistant Director) and Ben Durham (Lead Nurse)
<b>Presented by</b>	Greg Dix, Executive Director
<b>Approving Executive Sponsor</b>	Executive Director of Nursing
<b>Report purpose</b>	FOR NOTING

**Engagement (internal/external) undertaken to date (including receipt/consideration at Committee/group)**

<b>Committee/Group/Individuals</b>	<b>Date</b>	<b>Outcome</b>
(Insert Name)	(DD/MM/YYYY)	Choose an item.

**ACRONYMS**

OSN – Overseas Nurse/s
PDN – Practice Development Nurse/s
NMC – Nursing and Midwifery Council
OSCE – Observational Structured Clinical Examination
CTMUHB – Cwm Taf Morgannwg University Health Board
ABUHB – Aneurin Bevan University Health Board

**1. SITUATION/BACKGROUND**

The Overseas Nurse (OSN) recruitment project commenced in September 2019 with a plan to recruit 216 nurses, predominantly from India. In order

to become a registered nurse on the NMC register, an overseas nurse must pass a Nursing Midwifery Council (NMC) Observational Structured Clinical Examination (OSCE). This is an in depth examination certified by external testing centres within the UK and it is set at a level expected of nurses and midwives as they enter the profession at point of registration.

The aim of this paper is to provide a summary of the OSN recruitment to date with an overview of their level of competence as registered nurses within the Health Board, including the educational and clinical support required.

The OSN project was initially planned to run over a twelve month period. However, due to the Covid-19 pandemic, it was extended until 31 May 2021. During these 20 months there were on average 35 OSNs recruited into the Health Board on a monthly basis. In order to maintain this recruitment during the first wave of the COVID-19 pandemic the Practice Development Nurses (PDNs) provided educational and pastoral support for these nurses whilst they were placed in the quarantine facility. In addition, the PDNs continued to provide OSCE preparation for the OSNs on the wards, working to the deadline of exam availability at the Test of Competence, NMC approved sites. Due to a combination of the large numbers of OSNs requiring OSCE training, the level of support required whilst the nurses were in quarantine and the restrictions to PDN activity onto wards due to COVID-19, the PDN's were limited in developing and delivering any additional, post OSCE education and training for the OSNs already working within clinical areas.

During the COVID-19 pandemic the NMC worked in conjunction with the UK Government in creating the COVID-19 register. The legislation meant that Health Boards could temporarily register, fit, proper and suitably experienced people, so they could practice if they wanted and felt able to do so. The NMC outlined several different groups of nurses that were eligible to join the temporarily register, the eligible group included OSNs who met certain conditions set out by the NMC.

In response, the OSN Project Team produced a CTMUHB Temporary Register Competency Booklet (this was adapted with kind permission from ABUHB) in readiness for the NMC sending out invitations for the OSNs to join the temporary register. However, as the first wave of the COVID-19 pandemic eased and the Test of Competence Centers reopened, the OSN's followed the route of undertaking their OSCE, resulting in very few joining the temporary register.

The Clinical Education Department together with the Corporate Professional Nursing team decided to utilise the Competency Booklet for all the overseas nurses who are employed within the Health Board.

These were distributed to all new cohorts and senior nurses were asked to share them with the existing OSNs. The aim was primarily to provide an ongoing assessment of competence against additional knowledge and skills required post initial OSCE exam. The booklets were also part of providing ongoing commitment to support the OSNs with their education and training by providing direction for the nurse and the ward Sister/Charge Nurse with the skills and tasks that are required as they start working as registered nurses within CTMUHB.

The original timeframes for completing the booklet was:

- Section 1 – within 3 months of the booklet being given
- Section 2 and 3 – in the following 6-9 months.

The PDNs completed the Overseas OSCE preparation training on the 23 March 2021. Concerns were then raised by some Ward Managers and Heads of Nursing suggesting that some of the OSNs were having difficulty and were not completing their competencies in a timely manner. In response to these concerns the PDN's undertook a scoping exercise and discovered several themes that was preventing achievement of these timescales, these included lack of confidence, communication issues and ability to access additional face to face training.

## **2. SPECIFIC MATTERS FOR CONSIDERATION BY THIS MEETING (ASSESSMENT)**

All the overseas nurses have successfully completed and passed their OSCE. 217 nurse are on the NMC register, with four still awaiting confirmation. The PDNs have delivered additional skill training sessions, and to date 128 OSNs (59%) have attended. Ward Managers have been contacted by the PDNs encouraging them to allocate the OSNs onto the remaining dates.

These 'additional skill training days' involve teaching on the following sessions: Communication,

- Record keeping
- Delegation and Accountability
- Dementia Awareness
- Personal Care after Death
- Discharge planning and Revalidation.

Training sessions dates have also been provided to Ward Managers for the OSNs to attend general skills training including:

- Medical Device training,
- IV Medication
- Safe handling Training.

To date, 24 OSNs remain supernumerary, the main reasons for this identified are as follows (some OS nurses have more than one issue identified):

- Eight have only recently received their NMC PIN
- Two are working in endoscopy theatres in Prince Charles Hospital and are following their specific raining framework.
- Two are working in ITU in Princess of Wales Hospital and are following the 'All Wales Critical Care Competencies' PDN's are already involved in supporting this.
- Ten staff working in all three District General Hospitals (DGHS) are experiencing communication issues, which is delaying their competency booklet completion (though not all supernumerary)
- Four nurses in Royal Glamorgan Hospital have general issues around achievement of competencies (Wards 9, 2 and 3)
- Four nurses in Prince Charles Hospital due to general sign off competency delays (Ward 7, SDU and Ward 2)

Within one of the DGHS, a PDN has implemented some group work around communication, including SBAR handover, communication scenarios and sourced English language courses locally for the OSNs who are experiencing difficulty to attend if needed.

The scoping exercise also enquired if the OSNs had completed their competency booklets

Status of completion	Number of OSN
Completed	8
In progress	51
Competency book sent to the Ward Manager but has not been issued to the OSN	157 (of this figure there was 89 nurses who arrived in the HB prior to Sept 2020)

### 3. KEY RISKS/MATTERS FOR ESCALATION TO BOARD/COMMITTEE

From this scoping exercise over 70% of the OSNs are still to complete their Competency Booklets which were introduced into the Health Board in September 2020. The booklets have been recirculated to the Senior Nurses for distribution to their Ward Managers.

On a broader sense and in comparison to the cohort of newly registered nurses completing their competency booklets within the timeframes, there are no reliable figures either to refute or confirm if compliance is any better. The central tenant to the successful completion of the competence booklets for newly registered nurses and the OSNs is the Ward Sister/Charge Nurse.



Due to the pausing of the OSN programme, the 3.0 whole time equivalent (wte) PDNs that were seconded into these posts to support the programme have returned to their substantive posts. This has resulted in no resource available to assist OSNs & Ward Managers in the ward competency process. Therefore there is now sole reliance on the Ward Managers who have competing priorities on a day to day basis.

#### 4. IMPACT ASSESSMENT

<b>Quality/Safety/Patient Experience implications</b>	Yes (Please see detail below)
<b>Related Health and Care standard(s)</b>	Safe Care If more than one Healthcare Standard applies please list below:
<b>Equality Impact Assessment (EIA) completed - Please note EIAs are required for <u>all</u> new, changed or withdrawn policies and services.</b>	Choose an item.  If yes, please provide a hyperlink to the location of the completed EIA or who it would be available from in the box below.  If no, please provide reasons why an EIA was not considered to be required in the box below.
<b>Legal implications / impact</b>	There are no specific legal implications related to the activity outlined in this report.
<b>Resource (Capital/Revenue £/Workforce) implications / Impact</b>	Yes (Include further detail below)
<b>Link to Strategic Well-being Objectives</b>	Provide high quality, evidence based, and accessible care

#### 5. RECOMMENDATION

The committee are asked to **NOTE** this report providing an update on the current status of the overseas nurses competency booklet completion.

The committee are asked to **NOTE** that due to the seconded staff no longer being in role, the route to completion of the competency booklet is limited



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to using the assistance of the generic PDN workforce within the HB. However this will be limited due to scarce availability of the PDNs, coupled with other education and training work streams taking priority.