

THE COLLEGE OF
RADIOGRAPHERS



RADIOGRAPHY

**International
recruitment of
radiographers to
work in the UK**

THE SOCIETY OF
RADIOGRAPHERS





R A D I O G R A P H Y

International recruitment of radiographers to work in the UK

College of Radiographers' Responsible Officers:
Ethna Glean and Christina Freeman

First edition

November 2003

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£10 SCoR members

£20 non-members

The College of Radiographers

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INTERNATIONAL RECRUITMENT OF RADIOGRAPHERS TO WORK IN THE UK

Update on Professional advice and guidance document published
November 2003 (ISBN 0 9503597 4 2)

The general content of this document remains sound more than 3 years
since its publication, however some links need to be updated.

The Department of Health (England) provides up to date information on
international recruitment at:

<http://www.dh.gov.uk/PolicyAndGuidance/HumanResourcesAndTraining/MoreStaff/InternationalRecruitmentNHSEmployers/fs/en>

NHS Employers is responsible for setting out standards to be used in
international recruitment, information available at:

<http://www.nhsemployers.org/workforce/workforce-241.cfm>

A Code of Practice is available as a download at:

<http://www.nhsemployers.org/workforce/workforce-551.cfm>

The list of developing countries from which recruitment should not occur
is frequently updated and is available as a download at:

<http://www.nhsemployers.org/workforce/workforce-558.cfm>

Any problems or questions should be directed to Christina Freeman who
is the officer responsible on 020 7740 7245 or christinaf@sor.org

Introduction

The Society and College of Radiographers (SCoR) represents the profession of radiography and hence has a legitimate interest in the recruitment of radiographers from overseas. The United Kingdom has, for some while, experienced difficulties in recruiting and retaining both student radiographers and qualified staff. This, together with the ever increasing demand for radiography services, has led to acute shortages of radiographers nationally. In response to this difficulty, some NHS Trusts are looking to overseas countries as a possible employment pool. Recently, there has been an emergence of a number of agencies offering to recruit on behalf of employers, and some NHS Trusts have become involved directly in international recruitment. This paper sets out the policy of the SCoR and gives guidance to those involved in international recruitment.

Registration with the Health Professions Council

To work within the NHS, and also in most of the private sector, it is necessary to be registered with the Health Professions Council (HPC). Currently, it takes approximately three to six months to complete the registration process. Information is available from the HPC website www.hpc-uk.org or by telephone to the International Registration Department on 020 7582 0866. More information on this is available in the Professional Guidance Sheet "Working as a Radiographer in the UK" which is available from the professional team at SCoR.

Employer considerations

The Department of Health (DH) sets out standards to be used in international recruitment in its Code of Practice for NHS Employers involved in the international recruitment of health care professionals. This is available, along with other important information on the internet at www.doh.gov.uk/international-recruitment The SCoR fully endorses the guiding principles stated in the Code of Practice.

Policy of the Society and College of Radiographers

SCoR acknowledges international recruitment as a way of supporting and delivering the radiotherapy and oncology, and clinical imaging services. However, we believe most strongly that this must be on a sound ethical foundation which embraces the principles demanded by the DH, and within a caring and supportive network which meets the continuing needs of the individual radiographer coming from abroad to include social and housing needs.

SCoR has adopted and adapted the principles articulated in the Code of Practice, as follows:

- SCoR recognises the contribution of international recruitment to the development of the radiography and radiotherapy NHS workforce in the short term. SCoR will continue to collaborate with the DH, the Department for Work and Pensions, and related agencies to address issues and to work towards medium and long term solutions to the current shortage of radiographers
- SCoR agrees that extensive opportunities exist within the NHS for radiographers from overseas in terms of education and training in collaboration with workforce development confederations, higher education institutions and with the support of the SCoR
- SCoR is particularly anxious that developing countries should not be targeted for recruitment as this will result in the reduction of an important resource for these countries. The DH Code of Practice provides valuable information on working with developing countries and SCoR expects this to be fully acknowledged and respected
- It is essential that only those overseas candidates who demonstrate a level of knowledge and effectiveness comparable to a UK trained radiographer, and who is capable of achieving registration with the HPC, are appointed
- SCoR concurs with the HPC requirement that candidates should only be appointed who demonstrate a level of English language proficiency consistent with safe and skilled communications with patients, clients, carers and colleagues. An average academic level 7 of the International English Language Testing System is required for registration with the HPC, with no element below 6.5
- SCoR requires all overseas radiographers to be recruited legally to work in the UK and hence to be protected by UK employment law in exactly the same way as all other employees
- Radiographers recruited from abroad should work within the SCoR's and HPC's required ethical, legal and moral frameworks and have the same support and access to further education and training and continuing professional development as all other employees.

Professional support

Employers are requested to inform SCoR when undertaking international recruitment. The professional body needs to know so that it can build a picture of the current situation and provide adequate support for radiographers recruited from overseas into the UK workforce. Overseas recruits wishing to join the Society of Radiographers should contact the membership department on 020 7740 7228.

For further advice contact the responsible officer Christina Freeman on 020 7740 7245 or christinaf@sor.org





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