

International Recruitment of Diagnostic Radiographers 2023



	Phase 1 2022	Phase 2 2023
Target to recruit	52	81
On line Interviews	78	83
Face to Face Interviews (India)	N/A	108
Successful candidates (India)	N/A	41
Successful candidates (on line)	46	25
Job offers made	44	66
Job offers refused by successful candidates	14	19
Adjustments to initial trust requirements	12	13
Recruits arrived in UK	18	45

PROBLEM STATEMENT

- One of the main challenges CAMRIN faces in meeting the ever-increasing demands on its imaging services is a shortage of Diagnostic Radiographers.
- International recruitment has been seen as the only short-term solution to the shortage of Diagnostic Radiographers, alongside longer-term plans to attract young people to choose Diagnostic Radiography as a career, to develop and retain existing staff, to modernise the training and offer more options for training, such as apprenticeships.
- Many trusts had no prior experience of overseas recruitment of Diagnostic Radiographers.

BENEFITS

- A collaborative approach greatly assisted trusts with no experience of international recruitment of Diagnostic Radiographers.
- The induction and education programme provided ensured that recruits were prepared for their new roles and also presented valuable opportunities to form friendships and social networks.

108 FACE TO FACE INTERVIEWS IN INDIA

161 ONLINE INTERVIEWS

110 JOB OFFERS MADE

63 NEW RECRUITS FOR NW TRUSTS

APPROACH

- A regional collaborative approach was taken to ensure efficiency and consistency and to add value.
- Global Training and Education (GTEC) were chosen to manage the recruitment process due to their extensive experience of overseas recruitment and training of doctors and nurses.
- CAMRIN Programme Management Office provide Subject Matter Experts to provide profession specific advice and develop a robust selection process to examine technical skills and English language skills.
- NHS England Leads provided oversight and governance.
- Interviews carried out in India (phase 2 only) and on line.
- Successful candidates matched to vacancies in NW trusts using an equitable and consistent process.
- GTEC managed communication with candidates and trusts to gather relevant documentation, ensured checks had been undertaken and that accommodation had been arranged.
- GTEC made travel arrangements and co-ordinated arrival of recruits for the residential two week induction and education.
- The residential induction and education programme provided general and technical information where previous practice differed from that in the UK.
- At the end of the induction, recruits were transported to their trust accommodation, ready to take up their new roles.

CONCLUSION

- A successful collaborative programme with many lessons learned
- Allowances have to be made for differences in practice in home country v UK
- Requirements of the role, including differences in practice need to be clarified in order to prepare the candidates for their new posts in the NHS
- The diary of the trip is available on CAMRIN Newsletter Edition 13
Contact CAMRIN@liverpoolft.nhs.uk

FOR MORE INFORMATION

If you would like more information on this CAMRIN case study; please contact: CAMRIN@liverpoolft.nhs.uk

