

The International Nurse Journey to the Paediatric Critical Care Unit



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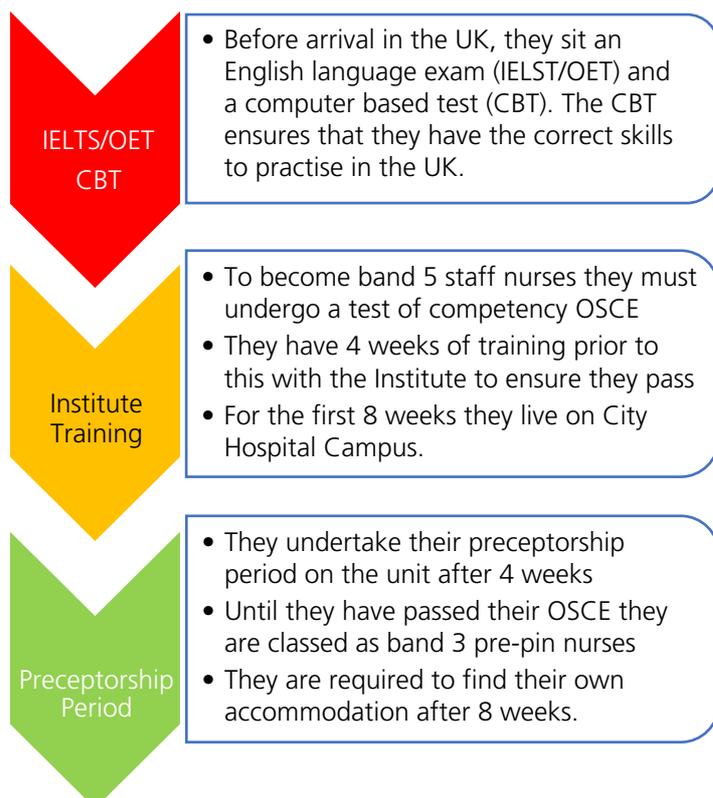
Background

Nottingham Paediatric Critical Care Unit (PCCU) is hugely privileged to have had 10 international nurses (INs) join us over the last year.

Our first cohort joined February 2021 in the height of the pandemic and our most recent arrivals joined March 2022. This is the first time that Nottingham Children's Hospital (NCH) has engaged with international recruitment; it has been a rewarding yet challenging journey of learning and adapting. The INs come with a wealth of clinical knowledge, yet the first 6 months in a new country are extremely daunting. Educational, pastoral and practical support needs to be well thought out and specific to each nurse's needs, taking into consideration both the immediate and future career progression opportunities [1,2].

A survey was conducted to understand their journey better.

The Journey



Aims and Objectives

- To understand the IN experience of transitioning from their home country, though to NMC registration.
- To gain insight into how INs could be better supported.
- To better understand the challenges faced.

Survey Results

There were some clear themes that emerged. All of the nurses felt like the educational team were supportive and approachable. One of the biggest barriers to settling in was due to differences in culture and language. Several suggestions were made for some form of English culture study session. There was a strong desire for a clearer career progression pathway.



Future Plans

- Creating a bespoke Paediatric Critical Care Foundation Programme For International Nurses.
- Creating a symbiotic learning relationship between the preceptor and experienced IN.
- Invest in their career progression to senior nurse positions through the University Critical care Course.

REFERENCES

- 1) NHS Employers. 2022. International recruitment toolkit. [online] Available at: [https://www.nhsemployers.org/publications/international-recruitment-toolkit] [Accessed 9 June 2022].
- 2) NHS Long Term Plan 2022. NHS Long Term Plan. [online] NHS Long Term Plan. Available at: [https://www.longtermplan.nhs.uk] [Accessed 9 June 2022].