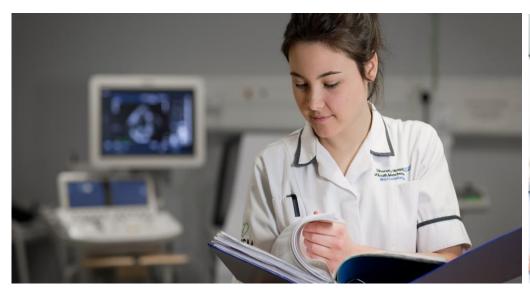


Hong Kong BNOs and International Recruitment





Florence Cantle, International Recruitment Lead (South East region), NHS England and NHS Improvement

NHS England and NHS Improvement

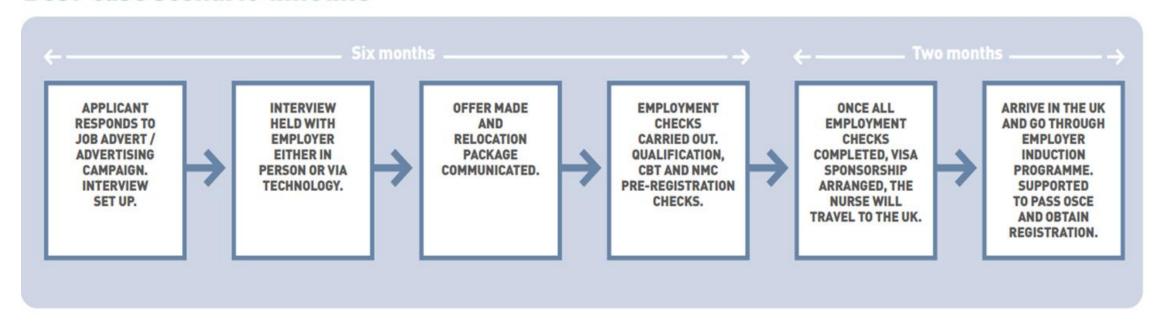




RECRUITMENT TIMELINE

Please note that the timeline below is for the NHS Trust who employs overseas nurses from abroad. It is an overview for the candidate to note the recruitment timeline and it will take less time to get employment checks done if one prepares herself/himself well in advance e.g. passed OET and CBT whilst they are still in Hong Kong or are already in the UK.

Best-case scenario timeline





Please note that the steps 4 – 6 are irrelevant to Hong Kong nurses who are applying for Hong Kong BNO visa or have the HK BNO visa granted.

Step by step process

The diagram below shows a summary of the registration and immigration process for an overseas nurse who is out of country and will be sponsored under Health and Care Visa to work in the UK.

OVERSEAS NURSE DEMONSTRATES ENGLISH LANGUAGE PROFICIENCY.

Applicant will take the IELTS or the OET to demonstrate they have the appropriate level of English.

Test can be taken before arriving in the UK.

The NMC requires evidence when the applicant submits their application* (step EIGHT).

OVERSEAS NURSE COMPLETES NMC
ELIGIBILITY AND QUALIFICATION
APPLICATION.

Applicant will create online account and complete eligibility and qualification application.

Evidence of identification and qualification is submitted, and evaluation fee paid (non-refundable).

NMC will confirm eligibility for registration within 14 days of receipt of all information required.

OVERSEAS NURSE TAKES
THE COMPUTER-BASED
TEST (CBT).

CBT assures the NMC the applicant has the right knowledge and skills to practise in the UK.

Test is run in a number of overseas locations. It is taken before arriving in the UK.

Results available 48 hours after taking the test.

EMPLOYER BECOMES
SPONSOR FOR
OVERSEAS NURSE.

Employer assigns the CoS to the applicant upon passing CBT.

The sponsorship reference number should be used for the Health and Care Visa application.

OVERSEAS NURSE COMPLETES
NMC REGISTRATION
APPLICATION.

If applicant has passed OSCE they will submit health, character and language evidence and pay registration fee via their online portal.

NMC will aim to assess the application within 35 days and issue registration number (Pin). The NMC has been working to reduce this the time needed to issue PINs to 10-15 days.

Applicants should ensure their PINs are issued as soon as possible to avoid delays in taking up post.

Applicant has gained registration and can work as a registered nurse in the UK.

Employer must tell the UKVI within 10 working days of the individual's full registration confirmation.

OVERSEAS NURSE TAKES
OBJECTIVE STRUCTURED
CLINICAL EXAMINATION (OSCE).

OSCE will assess applicants clinical knowledge and can only be completed in the UK.

Applicant has up to 12 weeks from employment start date noted on CoS to sit the OSCE exam for first attempt.

Results emailed within five working days from OSCE test date.

Candidate has three attempts at the OSCE as part of one application, with a minimum of ten days in between each sitting.

VISA APPLICATION APPROVED. OVERSEAS NURSE TRAVELS TO UK.

UKVI approves the Health and Care Visa application.

The new immigration system is becoming digital by default. EU/ EEA and Swiss overseas nurses will receive an eVisa while overseas nurses from the rest of the world will still need to collect their biometric residence permits (BRPs) on arrival in the UK.

Registration must be achieved within an eight-month timeframe.

OVERSEAS NURSE SUBMITS VISA APPLICATION.

Applicants will submit their health and care visa application and provide biometric information.

The earliest an applicant can apply for their visa is up to three months before the start date of employment stated on the certificate of sponsorship.

Decision on visa usually within three weeks.

^{*} The process is subject to change and you must refer to the <u>Trained outside the EEA guidance</u> on the NMC website for full, up-to-date details.



Any questions?

