



British Indian Nurses Association

United We Care, Empowered to lead & Succeed

BINA (British Indian Nurses Association)

Pastoral care support tool kit for newly arrived Indian Nurses

Introduction

This pastoral support practice guide has been developed for BINA members to support the newly arriving Indian Nurses to UK. This guide will explain how BINA will be working collaboratively many stakeholders of NHSE/I, HEE, NHS employing organisations, Local faith groups, and culture based associations and overseas nurses.

This guidance is to be used in conjunction with the NHS Employers' overseas recruitment toolkit. It reflects best practice principles in line with ethical recruitment current guidance and principles outlined by the bodies, such as the Nursing and Midwifery Council (NMC) and Health Education England Global. The approach has been developed through BINA members' engagement, Feedback received from NHS organisations, and referencing various good practice guidelines.

Background

UK is one of the most interesting and vibrant countries in the world. There are huge ranges of opportunities available for people who come from abroad to work and live. The hospitals and healthcare settings located across the country are diverse in size and nature, providing an opportunity for overseas nurses to choose between living and working. UK faced with the challenge of having high number of vacancies within the health care settings, especially in Nursing. Health Education England and NHSE/I are working collaboratively on attracting more nurses from overseas especially from India and Philippines.

Nurses who are coming overseas are having to battle with so many challenges that includes moving to a new country to live and work – even more acute at this Covid period. While focusing on preparing for the OSCE they also faced with emotional stress fear of failure, cultural adaptation, leaving the loved ones back home in India, etc.

Challenges in particular:

1. Taking the time to manage the money, taking control of the living costs, including knowing what is coming in, what's going out and when.
2. Finding an accommodation, safe place to live and to bring their immediate family, save costs on rent whilst looking for somewhere permanent, finding good schools for their children.
3. Maintaining a healthy diet as a student / nurse on a low budget, adapting to the new diet or difficulties finding Indian Foods within the budget.
4. Understand the diversity and the needs, meeting the cultural and religious needs.
5. Keeping in contact with families and friends, purchasing mobile phones, Internet facilities, local transport links etc.



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6. Emotional intelligence to deal with the immediate conflicts and maintaining relationship.
7. Understanding the care environment, change in nursing practice, skills development, career pathways, etc.
8. Communication and language barriers, understanding the local accent, slangs, etc.
9. Prioritising and Managing Time, Embarking on a new life including studying and taking on a new role requires planning and preparation.
10. Looking after the health and wellbeing, by registering with GP, accessing the services available, emotional support and mental health while there is no immediate family support available.

Pastoral Support:

Pastoral support is a contemporary term for an ancient model of emotional, social and spiritual support that can be found in all cultures and traditions. The term is considered inclusive of distinctly non-religious forms of support, as well as support for people from religious communities.

Overseas Nurse pastoral support is to be provided throughout the recruitment journey and beyond. Whilst organisations may differ in the specific details of the pastoral support, BINA has the standard of applying the principles and evidence based practices to provide the tailored support to each and individual.

Quality Pastoral support to include:

- Accommodation support
- Climatisation support
- Salary advance and Spending Plan
- Emotional Support-Spiritual, psychological.
- Socio Cultural
- Academic & Clinical support

Pastoral Support by BINA:

Pre arrival

Preparatory information material to support the overseas nurse in readiness for their arrival to the UK will help reduce some of the anxiety associated with relocating and working in a new country. Organisations may differ in how to prepare their overseas nurse but the consideration from BINA as follows.

- BINA Flyer to be sent along with the trust Welcome pack (BINA Flyer will have the information of the purpose and benefits of joining BINA, brief information on pastoral support from BINA, Contact details of our Leads).
- Registration to BINA – Access to the “feel like home” information, 1:1 supportive conversation pre arrival, Group chat if required.
- List of items can be brought from India.



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Post Arrival

- BINA Registration details, Website link with the details of supports available and membership forum, access to our WhatsApp group chat, webinars, educational support, career pathway advice.
- Academic and Clinical practice (OSCE) support sessions- use of the peer support method by including recently passed Staffs as well as use of the practice education experts.
- Help with finding good place to live, finding Accommodation, finding good schools for their children if required etc.
- Help with finding places to eat, shopping for Indian groceries etc.
- Link up with local faith group, culture based associations.
- Contact details for regional BINA team and then signpost to hospital BINA link (local-community groups/transport guidance/shopping etc.)
- BINA Regional Exec Leads linking with Hospitals to welcome the Nurses and attend induction, support sessions.
- Space for chat-Light hearted, informal sessions
- 1:1 offer based on individual needs

BINA support for the NHS Trusts

- Advice on Hamper Baskets-south/north Indian origin related items.
- Buddy system-at Trust level as well as link up with BINA members
- Sharing the information of what support BINA provides.
- Sharing the Success stories
- Help with feedback and tailored support.

Post NMC registration support

- Career pathway guidance, Improving Interview skills-Sharing experts knowledge from various area (operational/Management, Leadership, Academic, Clinical, Practice development etc.)
- Revalidation support – CPD hours for attending Webinars, support on how to meet the revalidation requirements, good practice on Creating professional portfolio.
- Shadowing / Buddying opportunity with other BINA members.
- Coaching and mentoring support.
- Access to all the BINA celebration activities, support sessions and membership forum

Appendix 1- BINA Contact details include social media and Website link

Appendix 2- BINA Flyer (pre arrival information)

Appendix 3- Hamper pack advice for Trust

Appendix 4- List of Items to bring from India



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Abbreviations used:

NHS- National Health Service

HEE-Health Education England

NHSI-National Health Service Improvement

NHSE-National Health service

BINA-British Indian Nurses Association

CPD-Continuous Professional Development

UK-United Kingdom

GP-General Practitioner

OSCE-Objective Structured Clinical Examination