

## Information sheet – accepting a nursing role in the UK

1. Key Guidance for candidates
2. Terms & conditions of the UK nursing role in the pilot
3. Considerations for accepting a role

### Dos

**Do** apply through the official Department for Foreign Employment application portal.

**Do** ask for a written explanation for anything you don't understand and only sign when you're comfortable with the job offer

**Do** review the UK's [Code of practice for the international recruitment of health and social care personnel in England - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/612222/code_of_practice_for_the_international_recruitment_of_health_and_social_care_personnel_in_england.pdf). This sets out the principles health and social care employers must follow to ensure ethical international recruitment.

**Do** review the [candidate guidance](#) for those coming to the UK for health and social care roles.

**Do** review the UK Nursing and Midwifery Council's [The Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates - The Nursing and Midwifery Council \(nmc.org.uk\)](https://www.nmc.org.uk/standards-of-practice/)

### 1. Key guidance for candidates

### Do nots

**Do not** pay any money to secure work in the UK

- Nurses are not required to pay a fee to be recruited as part of the nursing pilot
- It is illegal for UK-based agencies to charge fees to secure work in the UK under UK law.

**Do not** be tempted by rogue agencies advertising roles in the UK.

- Be vigilant if you get an email promising you an easier route into the UK. For example, on a student visa; saying you have been offered a nursing position with no experience needed; or offering immediate openings, or high-income opportunities. All of these are red flags to serve as warnings that this could be a scam.

**Do not** sign a contract that you do not fully understand.

**Do not** underestimate the cost of living in the UK. The salary may seem high but things cost more in the UK compared to many other countries.

## 2. Nursing role terms & conditions

Full terms and conditions will be provided to successful candidates by the designated entity. Candidates will have time to review these before deciding whether to accept the role.

The terms and conditions will include:

- Job title and description
- Probation period
- Place of work
- Grading structure
- Salary – Salaries are linked to the NHS Agenda for change. A minimum starting salary when hired as a Health Care Assistant shall be Band 4, point 2 level, £27,596 per year. Once registered with the NMC, you'll be at Band 5 or higher, £28,407 – £34,581.
- Start date and length of contract.
- Days and hours of work – as a full-time nurse, you'll work 37.5 hours per week. Shift patterns vary and will be agreed with your employer.
- Annual leave - starting at 27 days per year plus 8 bank holidays.
- Sick pay entitlement – starting at one month's full pay and two months' half pay entitlement during the first year of service. This increases each year with a maximum of six months' full pay and six months' half pay after completing five years continuous service with the NHS.
- Termination and notice periods
- Maternity or paternity pay and entitlement - Staff who have been employed in the NHS for at least 26 continuous weeks are eligible for **statutory maternity pay**. Staff who have 12 months of continuous employment with the NHS are eligible for NHS Maternity or Paternity pay
- Various levels of support for other family leave including surrogacy/adoption leave, shared parental leave and parental leave.
- Pension – you'll pay national insurance out of your salary which contributes towards your state pension. You'll also be automatically enrolled in the NHS pension scheme, but can opt out of this if you choose.

### **3. Considerations of accepting a role**

**Salary** - Nurses in the NHS are paid in line with nationally agreed pay scales, available [here: England](#).

- You should also consider that you will be working in a lower paid job as a health care assistant for approximately 12 weeks whilst you train for the Objective Structured Clinical Examination (OSCE) to register with the Nursing and Midwifery Council.
- Ensure you consider what your approximate 'take home' salary will be each month. This is your salary after the deductions that need to be made for income tax, national insurance, and pension contributions (if you opt into a pension scheme).

**The visa application process** – If successful, you'll need to apply for a Health and Care Worker visa. You should refer to the [Gov.UK website](#) which provides information about the visa, what documents you will need to provide and how to apply.

- You must have a job offer from an approved UK employer before you can apply for a Health and Care Worker visa. Approved employers are also known as sponsors because they are sponsoring you to come to or stay in the UK. The designated NHS Trust, as your employer, will be your sponsor.
- Your employer/sponsor will check that you meet the eligibility requirements. They will give you a 'certificate of sponsorship' to prove this.
- The certificate of sponsorship is an electronic record, not a physical document. It will have a reference number, which you will need for your visa application.
- The Government of Nepal has asked that candidates apply for the visa within 15 days of receiving the certificate of sponsorship. You must apply for your visa within 3 months of receiving your certificate and the visa must be approved before you leave Nepal. As part of the application process, you will need to travel to a visa application centre in Nepal to register your biometrics (fingerprints).
- Your visa can last for 3 years before you need to extend it. You'll need to receive a new certificate of sponsorship and apply to extend or update your visa when it expires. You'll also need to update your visa if you change jobs or employer.
- After 5 years you can consider applying for indefinite leave to remain in the UK. More information on the requirements and how to apply is on [Gov.UK](#)
- Anyone on a health and care visa cannot claim public funds (the Government refers to this as "no recourse to public funds") unless an exception applies. You can read about the exceptions in Home Office guidance on [Gov.UK](#). This means you and your family members will not be able to claim benefits tax credits or housing assistance. More information is provided on the [Gov.UK website](#).

#### ***Can I move employers?***

- Your Health and Care Worker visa and your right to remain in the UK is linked to your employer. If you wish to change employers, you will need to ensure your new employer is a [Skilled Worker sponsor licence holder](#) (and this must be A-rated<sup>1</sup>). This will allow your new employer to issue you with a new certificate of sponsorship.
- You will need to apply to update your Health and Care Worker visa. Information on how to do this is on the [Gov.UK website](#).

#### ***What happens if I lose my job?***

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<sup>1</sup> if an employer is approved to receive a sponsor license, they will always be given an A-rating, acknowledging that they have the systems and processes in place to allow them to meet their sponsor duties. The rating is listed on the official register of licensed sponsors

- If you lose your job, your employer will inform the Home Office of your change of status. The Home Office will write to tell you that your Health and Care Worker visa is curtailed. You will have 60 days leave remaining in the UK (or however long you have left on the visa if it's less than 60 days) before you need to leave the country or apply for another visa.
- You can stay in the UK if you find another health or care job with a new employer who holds a sponsor licence and can issue a new Certificate of Sponsorship. You will need to apply to update your Health and Care Worker visa. Information on how to do this is on the [Gov.UK website](#). While your new visa application is being processed, you will be able to remain in the UK.

**The visa application process for dependents** - Your partner and children can apply to join you or to stay in the UK as your 'dependants' if they're eligible. If their application is successful, their visa will end on the same date as yours. They will also have the right to work in the UK for the duration of the visa. Different requirements apply depending on the age of your child.

You should read the information on [Gov.UK website](#) on your dependants eligibility, the money they need to support themselves and the documents they need to apply before taking any decision to come and work in the UK. Dependents may not be able to join you if certain requirements are not met. Take the time to familiarise with the requirements so you can be clear on whether your family are eligible.

- Children who are 18 years old or older on the date of application, cannot be granted permission as a dependant child.
- To note, the initial accommodation provided by the designated entity upon arrival in the UK may not be suitable for families.

***How much will it cost for my dependents?***

- Each family member will need to complete a separate application and pay the application fee. The fee depends on whether they'll be in the UK for:
  - Up to 3 years - £247
  - More than 3 years -£479 per person

The designated entity will not cover this fee for family dependants.

***Can I bring children from a previous relationship to the UK?***

- If you are separated from your partner and you want to bring your children to join you in the UK, you need to be able to prove you have sole responsibility for your children or that there are "serious and compelling reasons" to grant permission. The [UK Home Office guidance](#) provides further information on this.

***Can I bring an adult dependent relative to the UK?***

- The purpose of the adult dependent relative visa is to allow an individual from outside the UK and who has ongoing care needs to come and live with you in the UK. You must be either their parent, grandchild, brother, sister, son or daughter and you must be living permanently in the UK. They must care that be able to show, because of either age, illness, or disability, they need a level of long-term personal care they are unable to receive in the country where they are living, and that can only be reasonably and adequately provided in the UK by you. Guidance on eligibility and how to apply are on the [Gov.UK website](#). You should be aware that these visas are given in only very limited circumstances and it is very difficult to bring dependent relatives such as elderly parents to the UK under the current immigration rules.

**Professional regulation process** - Registered [nurses](#) require professional registration before you can start work in the role. The link provides further information on the processes you will need to go through, including the qualifications required and the level of English language you will need to demonstrate.

The designated entity will require you to have passed your English Language tests prior to the interview, so they have assurance that passing the test will not be a problem later in the registration process.

### **Local costs of living**

Typical expenses you should consider include:

- Rent – this will vary depending on where you live and whether you are in a shared property £600 - £1000 for a shared room per month
- Council tax – this will depend on the size of your property and its location. £153 - £185 per month
- Utility bills – water, gas and electricity bills are usually additional to your rent. The cost will depend on the size of your property and the number of occupants. The UK is currently in an energy crisis and this is making energy bills more expensive. Average utility bill per house hold is £250 per month (£35pm water / £215 Gas & Electric)
- Mobile phone and broadband – there are many mobile phone and broadband providers within the UK and different offers. Depending on data size contracts vary from Average mobile bill in the UK is £50 per month. Average Telephone and Internet bill is £45 per month
- Television licence fee - you will need to pay a yearly licence fee to watch television in your home. The cost is per home. If you share your home with others, you can split the cost.£159 per year
- Transport expenses - you may need to rely on public transport to get to work.
- Childcare costs – will depend on how old your child is. You will need to arrange early years childcare for children below school age (ages 0-4). Children can start school in the September after they have turned 4. Primary school and secondary school education is free (ages 4/5 – 16). You might need to pay for additional care outside of school hours. Childcare Costs 0-4 average £263 per week.

**Pastoral Support** – The designated entity will provide pastoral support before departure to the UK. This will include information on life in the UK and the UK health system. Support will continue post arrival, including cultural introduction and peer support schemes.

**Travel to UK, support on arrival and accommodation** – The designated entity will coordinate travel to the UK and transfers from the airport to the temporary accommodation. The designated entity will provide accommodation to nurses for up to 3 months. This will be single accommodation, not suitable for families.

**Access to health services for the candidate and, if relevant, their family** – This is free at point of access for all on a Health and Care Visa and their dependants.

**Information on diaspora groups and relevant trade unions for further support** – The Nepalese Nursing Association UK provides support to Nepali nurses in the UK, helping you adapt to working in the UK and to adjust to a new culture. Their website can be found [here](#).

You could also consider joining a Trade Union early on in your employment. Trade unions can support you in lots of ways, including employment and immigration advice, providing access to legal services and other professional services. If a problem arises, they can get you the right support and representation. You will need to pay a membership fee and this will

depend on which one you join. Some Trade Unions offer a discounted membership fee for international members. Links to further information on Trade Unions are provided below:

- [Royal College of Nursing \(RCN\)](#)
- [Unite the union.](#)
- [UNISON.](#)

### **Considerations of declining a role**

If you are offered a role but decide to decline, note that any testing costs incurred, including for English language or UK Nursing and Midwifery Council registration, will not be refunded by the designated entity.