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Bae Abertawe

Swansea Bay University
Health Board

INTERNATIONAL NURSE RECRUITMENT

Why come and work for Swansea Bay University Health Board



<https://sbuhb.nhs.wales/>

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About SBUHB

Swansea Bay University Health Board (SBUHB) covers a population of around 390,000 in the Neath Port Talbot and Swansea areas and we have a budget of around £1bn.

The Health Board employs approximately 12,500 staff. It has three major hospitals providing a range of services: Morriston and Singleton in Swansea, and Neath Port Talbot Hospital in Baglan.



Our Values

Our values were developed by listening to our service users, the community and our staff. They lie at the centre of everything we do.

caring for each other	working together	always improving
<p>in every human contact in all of our communities and each of our hospitals.</p> <p>We are friendly, helpful and attentive. We welcome others with a smile.</p> <p>We see people as individuals. We do the right thing for every person and treat everyone with dignity and respect.</p> <p>We are kind, compassionate, patient, and empathetic to the needs of others.</p>	<p>as patients, families, carers, staff and communities so that we always put patients first.</p> <p>We communicate openly and honestly and explain things clearly.</p> <p>We take time to listen, understand and involve people. We value everyone's contribution and we work with our partners to join things up for people.</p> <p>We are open to, and act on, feedback. We speak up if we are concerned.</p>	<p>so that we are at our best for every patient and for each other.</p> <p>We keep people safe and provide an efficient and timely service.</p> <p>We are professional and responsible and hold ourselves and each other to account.</p> <p>We choose a positive attitude, seek out learning, and continually develop our skills and services.</p>
<p>We won't ignore people, be dismissive, rude, abrupt or leave anyone to suffer or feel neglected.</p>	<p>We won't let each other down, exclude or criticise people.</p>	<p>We won't accept second best or choose a negative attitude.</p>

Meet the team

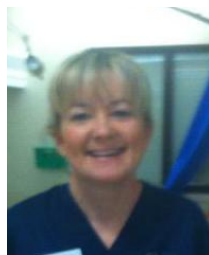
The team responsible for international nurse recruitment and training. These will be some of the individuals supporting you through the recruitment, relocation, and OSCE journey.



Melanie Joseph
Corporate
Matron Recruitment



Karen Williams
Practice Development
Nurse (OSCE Trainer)



Julie Barnes
Practice Development
Nurse (OSCE Trainer)



Lynne Hyde
Project Support
Officer



Lynne Jones
Head of Nursing Education
& Overseas Nurse
Recruitment



Our Hospitals



Morryston Hospital

Morryston Hospital is one of the largest hospitals in Wales with about 720 beds. It is the regional acute tertiary hospital for South West Wales, offering a range of specialist services, including trauma and orthopaedics, renal medicine, neurology, oral and maxillofacial surgery and it hosts the regional cleft lip and palate service for children and adults.

It offers one of two cardiac centres in Wales and is home to the [Welsh Centre for Burns and Plastic Surgery](#), and also the bariatric (obesity service) for Wales. It has a modern intensive care unit.

Morryston has one of the busiest emergency departments (A&E) in Wales, and hosts the [Emergency Medical Retrieval and Transfer Service Cymru \(EMRTS\)](#), otherwise known as the Flying Doctors.

It also provides acute medical beds and a wide range of surgical and urological services, children's wards and a children's high dependency unit. It has a full range of high quality diagnostic and therapeutic services, and outpatient services.

Over the past few years Morryston has been undergoing a £100m-plus redevelopment with new buildings replacing pre-war estate.



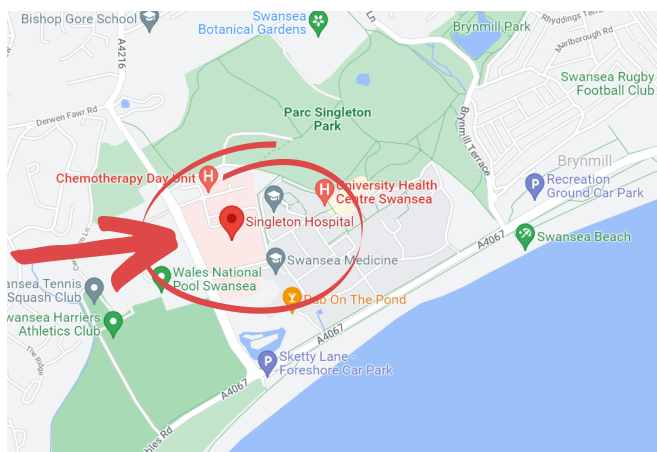
Singleton Hospital

Singleton Hospital, overlooking Swansea Bay, hosts a range of services including acute assessment, acute medicine and care of the elderly. It has about 330 beds and provides a regional consultant-led maternity unit and neonatal intensive care. Other services include ophthalmology, Ear Nose and Throat, and genito-urinary services.

The South West Wales Cancer Institute and a separate chemotherapy day unit are also at Singleton, along with an iconic Maggie's Centre located in its grounds. The Maggie's Centre (see picture) offers free practical, emotional and social support to people with cancer and their family and friends. The Centre in Singleton Hospital was designed by Japanese architect Kisho Kurokawa.



Singleton Hospital also has a consultant-led obstetrics which deals with the most complex cases from across South West Wales.



Bone marrow transplants are carried out by the haematology service.

Singleton Hospital will be undergoing significant change over the next few years. The ultimate vision is Singleton playing a key part as an innovative health campus offering 21st century services, care and values. An important part of this is the continuing development of ambulatory care – services where patients get faster access to treatment without needing overnight stays.



Neath Port Talbot Hospital

Neath Port Talbot Hospital was opened in 2003 and has about 200 beds. It provides a range of inpatient, outpatient and day case services, as well as some specialist services.

It has been chosen by the Bevan Commission as a Bevan Innovation Hub, leading the way for progressive quality improvement in NHS Wales.

Specialist services include regional fertility services and neuro-rehabilitation.

Other services at the hospital include a Minor Injury Unit (open seven days a week from 7.30am until 11pm), a midwifery-led birth centre, planned orthopaedic and general surgery, care of the elderly, rheumatology and radiology. It also has a urology suite, endoscopy and day surgery. The hospital also has a children's assessment unit, a children's centre and in-patient mental health services.

The Afan Nedd Day Unit at the hospital provides a range of multidisciplinary services for patients who have multiple health problems. There is also a palliative care unit which provides support and therapy for patients diagnosed with cancer.



ABOUT OUR PROGRAMME

OSCE Training

To support the overseas recruitment initiative the Corporate Nursing Education Team at Swansea Bay University Health Board have designed a programme to support and develop the overseas trained nurse to undertake the Test of Competence (part two) OSCE.

The Objective Structured Clinical Examination (OSCE) training programme at Swansea Bay University Health Board consists of a five week intensive study programme to help nurses prepare for their OSCE exam in order to gain their NMC PIN.

The programme is facilitated by experienced Practice Development Nurses who have guided over 100 candidates onto the UK nursing register.

With a 100% pass-rate, the programme facilitates the alignment of the international nurse's skills to the Test of Competence handbook and the NMC blueprints.

The full course also features a mock assessment supported by Swansea University to ensure candidates have the opportunity to practice their skills under exam conditions in preparation for their final exam.

You would be fully supported throughout the journey to attain your NMC PIN. The Health Board will pay for the cost of the first OSCE exam as well as transport to the OSCE test centre.

Once successfully fully registered with the NMC you will automatically be promoted to become a Band 5 staff nurse earning £25,655 to £31,534 (you start on the entry step point and this progresses every 2 years).

What costs do we cover?

Applying

- Certificate of Sponsorship
- Visa
- Immigration Surcharge

Pre-Travel

- COVID Tests
- TB Screening
- OH Clearance

Arrival

- Airport transport
- 1 month accommodation
- 1 month support money (£500)

Post-Arrival

- OSCE Training programme
- OSCE Exam (first attempt)

If you have specific queries, contact SBU.resourcingteam@wales.nhs.uk



About the area



TO FIND OUT MORE ABOUT THE AREA,
PLEASE WATCH THE BELOW VIDEOS

[ABOUT SWANSEA](#)

[WALES](#)

SWANSEA

Swansea is Wales' second largest city and the regional capital of South West Wales. It is a University City with a rich history, and a flourishing cultural scene. As a waterfront city it has access to some of the most beautiful beaches in the UK on the Gower Peninsula (the UK's first Area of Outstanding Natural Beauty) and it also benefits from being able to offer outstanding leisure and recreational opportunities. Whether you enjoy the quiet life or the great outdoors, have a young family, seek out night life or like to indulge in retail therapy, the Swansea Bay region has it all.

NEATH PORT TALBOT

Neath Port Talbot is a vibrant part of South Wales, set in the hills and valleys alongside Swansea Bay. Approaching Neath Port Talbot via the M4 you are greeted by one of Britain's "industrial titans" - the Steel works. Beyond this, the area benefits from outstanding natural, heritage and cultural assets and is well known for Margam Castle, Neath Abbey and the impressive mountains, waterfalls and beaches.

WHAT DO OTHERS HAVE TO SAY ABOUT IT?

"Swansea is a very lovely place for a starting family. I also love the scenery particularly the beach or sea side cliffs where you can go for a long walk with your family. I also prefer living in a country side because I love how simple and quiet it is." **Candy M. Liwanag, from Philippines**

"Swansea is a beautiful place where you can settle happily. I suggest everyone to move to this place as you will feel more comfortable and get satisfaction with the work you do." **Sowmya Elizabeth Geogy who has been recently recruited from India**

"It is a right choice to choose Swansea, don't have second thoughts. I could not imagine myself starting a life in the UK anywhere other than Swansea. It is healthy environment to live and being around nice people makes me love the place more." **Clariza Castro, from Philippines**

What does someone who has been in your position have to say about it?



What's your name and where did you live before moving to the UK?

My name is Candy M. Liwanag, and I'm from Philippines before moving to the UK.

How was your experience of moving to the UK?

It was my first time to see and experience living in Wales to be specific. I can say that it is a very lovely environment to live and raise a family. People are kind and it is a peaceful place.

What is the hospital like?

I was assigned to work in Morriston Hospital in General ITU Department and at first it was quite overwhelming because it consists of 5 units, however my transition was fairly smooth because the people in ITU especially the PDN team are very supportive and helpful during my time of being supernumerary.

What is your team like?

All the staff in ITU are very kind and helpful in many ways. ITU also have a large number of Filipino nursing staff or what I mostly call them my "Ate's", in other word big sisters. Even though I'm new all the staff are very welcoming, understanding and the teamwork especially on a busy day at work is remarkable.

Do you feel supported?

Yes. I do feel supported specially by the PDN team and our Matron Ms Bethan whom always sees and asks me if I need anything at work or how I am coping at work.

What do you like most about Swansea?

Swansea is a very lovely place for a starting family. I also love the scenery particularly the beach or sea side cliffs where you can go for a long walk with your family. I also prefer living in the country side because I love how simple and quiet it is.

What advice would you give to someone considering the same move?

First, they should be fully decided and think what type of place they prefer to work and stay before making any decision because everyone has different preferences for lifestyle and needs. They also need to do research about the place so they will have an idea of what to expect, especially when they arrive in the country. But for me I can say that I made the correct decision when I accepted the offer to work in SBUHB. Since day 1 they have given me support and help in all my needs as I'm starting a new journey as a Nurse in a foreign country.

SUSAN MHLAHELELI, ZIMBABWE

I am staff nurse in Pembroke Ward, Morriston Hospital.

I came to the UK in March 2020 right at the start of Covid. I wanted to progress my career in a first-world country. Coming here gave me the experience to work with equipment I had only heard and read about.

I originally came here wanting to be a perfusionist, but there are so many other opportunities I could pursue.

The people here are so lovely and kind. It made the settling in period so much easier. We've been around the city and loved visiting the beaches. It's very calm here and makes it a lot easier to raise your children in this environment.



BEULAH SHENJE, ZIMBABWE

I'm working in Cardiology at Singleton Hospital.

I was trained as a general nurse and specialised in midwifery. Qualified Midwife in Zimbabwe. Also worked in a surgical ward, ITU and neonatal. I came over in January 2020. My husband came over before me to work in a different profession.

I was expecting to work in Reading, but then opportunity came up here in Swansea. The exposure to more advanced technology here is a big thing because it helps you develop so you can help more people. My friends in Zimbabwe have asked about coming here to work because they've heard so many good things.

DOLAPO AKINNAYAJO, NIGERIA

I work in Cardiac ITU in Morriston Hospital.

I came over in September, 2020. It was a massive relocation but it was a huge opportunity for me. I am from a developing country, but this is a developed country and the bar is set high. There is access to world-class equipment to help people, and it helps develop you in your role too. My husband and two children stayed in Nigeria when I moved, but thankfully they arrived three months later. The time spent without them was difficult as a wife and mother. We had never spent time apart like that. It was a big sacrifice. The reception we've received as nurses has been amazing. From the first impression onwards, what we've received is love and warmth. It has surpassed expectations. I've been telling all my friends, family and former colleagues in Nigeria just how lovely Swansea and Wales is. I feel very proud to work for our health board. I believe we are all making a difference to the community.



Becoming a nurse in the UK

Frequently asked Questions



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How do you register as a nurse in the country?

Nurses from outside the UK can apply to be on the NMC Register, providing they meet its standards. The NMC will compare the training in your country with that required in the UK.



What are the English language requirements?

Nurses trained outside of the UK must also meet the English language standards set by the NMC. More information on the accepted English language tests can be found here.



In which field can I practise?

There are four fields of nursing in the UK- mental health, learning disabilities, children's, and adult nursing.



Am I eligible to apply?

Your eligibility will be based on your qualifications, training and experience. Nurses need three years of specialist pre-registration education and practise to apply. For specific information about eligibility, you can refer to the NMC registration requirements for nurses' website.



Do I have to take a test?

To work in the UK, Nurses have to go through a computer-based test and then the objective structure clinical examination (OSCE), which is held only in the UK. If you are successful at interview we can support you with your OSCE training after you arrive in the UK.



What is the average salary for nurses in the UK?

Nurses in the UK are paid in different 'bands' related to their knowledge and experience.

For a Band 5, the salary is £25,655 to £31,534
For a Band 6 the salary is £32,306 to £39,027

What will I be paid when I move?

When you arrive and during your OSCE training programme you will be paid a Band 4 rate (£22,549 to £24,882). Once you have met the OSCE requirements and received your NMC PIN you will move up to a Band 5 salary.



How can my family get visas?

Your partner and children can apply to join you or to stay in the UK as your 'dependants' if they're eligible. More information can be found here.



If you have any queries or wish to register your interest, please get in touch by emailing SBU.ResourcingTeam@wales.nhs.uk

Our Black and Minority Ethnic Network (BAME Network)



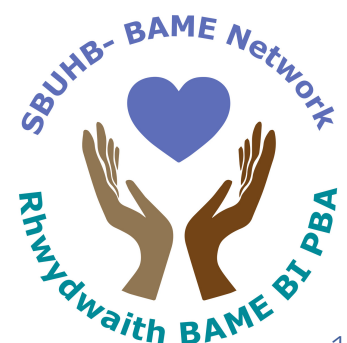
Swansea Bay University Health Board has a Black and Minority Ethnic network which was set up to raise cultural understanding, improve staff support and boost patient care across the Health Board. It was launched during a Black History Month event in 2019 to celebrate ethnic and cultural diversity at Morriston Hospital.

The group doesn't just support BAME staff at work, but helps employees deal with any cultural changes that come with moving to a new country.

Theatre nurse Rosina Boglo and recovery staff nurse Rose Nasinda, along with Navjot Kalra, head of value-based health care, played key roles in getting the network started.

Rose said: "We wanted a support group for everyone who identifies as a minority and needs to settle into a new culture and job too. When we came to Swansea, about 15 years ago, there were only a few people from Africa in the trust. Now we want it to be an easier transition for colleagues employed in the future so they know where to buy the kinds of food they want, for example."

Rosina added, "This is about supporting people and making sure they can share their beliefs and cultural norms. We want to bring more hardworking, dedicated people to the health board from across the world, and be part of this family." Speaking at the event, Navjot said Swansea, as a city of sanctuary, and Swansea Bay University Health Board had made her feel accepted and she hoped the network would do the same for other employees.



Wellbeing

In addition to our fantastic BAME network, Swansea Bay also offers a number of other services, groups, and facilities to make sure our team are supported.

The Staff Health & Wellbeing Team - The Staff Health & Wellbeing Service is here to help staff manage their emotional and / or physical health needs. The service aim is to allow staff the opportunity to offload, help manage their health, and can direct people to appropriate self-care resources all whilst being supported by an empathic member of the team.



The Guardian Service - The Guardian Service is an external independent service which operates 24/7 365 days a year offering staff a safe, confidential, and non-judgmental supportive way to raise any concern or risk in the workplace. This includes any concerns around patient safety and the whole focus is on reaching resolutions.



SBUHB Chaplaincy and Spiritual Care - The Chaplaincy team aims to provide quality pastoral and spiritual care to staff, patients, their families and carers, of all faiths and none.



Adran y Gaplaniaeth a Gofal Ysbrydol
Department of Chaplaincy & Spiritual Care

Wellbeing Champions - The Staff Health and Wellbeing Service has developed a network of Employee Wellbeing Champions with representation from a range of grades and professions across the Health Board. Champions help and support Swansea Bay delivery its health and wellbeing agenda, through letting colleagues know about support services and relevant events, whilst generally promoting health and wellbeing at work.



Employee Wellbeing
Champion

Calon - Calon is Swansea Bay's LGBT+ & Allies Staff Network and it aims to create an organisation where everyone feels comfortable to be themselves. The group works to improve LGBT+ representation and experiences for both staff and patients.



What next?



You can find vacancies at:

<https://sbuhb.nhs.wales/working-for-us/jobs/>



You will need to look specifically for the 'Staff Nurse -Various Wards and Departments' vacancy. Alternatively, you can email us at **SBU.ResourcingTeam@wales.nhs.uk** and we can directly provide you with the link for our overseas vacancy.

Useful links

- Nursing and Midwifery Council (NMC) - [Click here](#)
- Swansea Bay Health Board's Website - [Click here](#)

Contact us

If you have any questions, or are interested in working for us, we'd love to hear from you! Get in touch by emailing:

SBU.ResourcingTeam@wales.nhs.uk

