



Llywodraeth Cymru
Welsh Government

PUBLICATION, DOCUMENT

Integration framework for internationally educated nurses (WHC/2024/021)

Essential guidance to help integrate nurses educated abroad into NHS Wales.

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Contents

Details

Welsh health circular: standardised information provision for Internationally Educated Nurses (IENs)

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Details

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Croeso i Gymru / Welcome to Wales: policy guidance framework.

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Not applicable.

Action by:

- Chief executives, NHS Wales health boards / trusts / special health authorities.
- Chief operating officers, health boards / trusts / special health authorities.
- Directors of finance, health boards / trusts / special health authorities.
- Directors of workforce, health boards / trusts / special health authorities.
- Nurse executive directors, health boards / trusts / special health authorities.
- Medical directors - health boards / trusts / special health authorities.

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Enclosures:

[Policy framework.](#)

Welsh health circular: standardised information provision for Internationally Educated Nurses (IENs)

This Welsh health circular establishes and directs a standard for a consistent approach to providing essential information to support Internationally Educated Nurses (IENs) who choose to live and work in Wales. These nurses are integral to the broader workforce, contributing to the delivery of high-quality, safe healthcare. It is therefore crucial that NHS organisations across Wales provide relevant and consistent information to ensure that IENs can transition smoothly and settle into their professional and social environments.

[Our policy guidance framework, Croeso i Gymru / Welcome to Wales](#), has been developed collaboratively to promote a uniform and equitable approach to information provision. The framework outlines overarching themes that define

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the minimum essential information that must be provided to IENs. These themes include:

- general background on the health board/trust, working in Wales, and the local area
- pastoral and social support
- organisational induction
- OSCE (Objective Structured Clinical Examination) preparation
- broader policy context

The information specified under these themes represents the minimum standard that should be readily available. However, NHS organisations are encouraged to include additional relevant details. All organisations must also provide specific information related to Wales-wide policies, strategies, and guidance.

To facilitate the consistent delivery of this information, the pastoral app (NHS Wales international recruitment) has been centrally funded for three years. This app enables IENs to access crucial information, which can be easily managed and updated by each respective organisation.

The app has been designed to align with the requirements outlined in the framework, ensuring that consistent, accessible information is available in a single location. It allows organisations to update information easily, ensuring that the guidance provided to IENs remains as current as possible. The app also offers the flexibility to include additional health board or trust-specific information and features an alert system for disseminating urgent and non-urgent updates to IENs.

This dynamic resource benefits both IENs and NHS organisations by enhancing communication. However, it requires NHS organisations to actively monitor and update the information available through the App in accordance with the framework guidance. Organisations are therefore expected to maintain up-to-date content, ensuring that IENs feel adequately supported in their work and

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social lives. Additionally, the app provides a platform for IENs to communicate directly with their employers, line managers, and peers, fostering stronger connections and support.

Yours sincerely,

Sue Tranka

Chief Nursing Officer

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