

MINISTRY OF LABOUR AND SOCIAL PROTECTION

STATE DEPARTMENT FOR LABOUR

REQUEST FOR EXPRESSION OF INTEREST FROM QUALIFIED KENYAN NURSES FOR EMPLOYMENT IN THE UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND UNDER THE BILATERAL AGREEMENT FOR COLLABORATION ON HEALTH CARE WORKFORCE

INFORMATION TO APPLICANTS

INTRODUCTION AND BACKGROUND

The governments of the Republic of Kenya and the United Kingdom of Great Britain and Northern Ireland signed a Bilateral Agreement for collaboration on health care workforce on 29th July, 2021. The Agreement allows Kenyan health care professional to be recruited to work in the National Health Service (NHS) of the UK. Under the Agreement, the two governments will undertake capacity enhancement of human resources in the health sector for purposes of delivery of basic and specialized services, by promoting knowledge and skills transfer.

The Ministry of Labour and Social Protection has been mandated to spearhead implementation of the Agreement in terms of recruitment and facilitating migration of qualified candidates to the United Kingdom. This will be carried out in collaboration with the Ministry of Health. The first batch of Health Care Workers targeted for recruitment under the Agreement are Nurses.

GUIDING PRINCIPLES OF THE AGREEMENT

Rights-Based approach

Recruitment of Nursing Professionals will respect, protect and fulfill universal human rights as per the international labour standards. Recruitment will respect the applicable national laws, regulations, employment contracts and mutual agreements of the two countries.

Gender dimension

The labour migration cycle will be gender-sensitive to allow equal treatment of both men and women at the workplace.

Participation

Involvement of all stakeholders in labour migration is key in the realization of the desirable results in the management of migrant workers along the full migration cycle.

Full migration cycle

The migration process will address issues during pre-employment including recruitment, working period, and return and reintegration for enhanced safe, orderly and productive labour migration.

Shared Responsibility

Labour migration management is a collective responsibility by parties involved in the process in both countries in order to ensure successful implementation, monitoring and evaluation of the Agreement.

THE ROLE OF EMPLOYMENT AGENCIES IN THE RECRUITMENT AND MIGRATION PROCESSES

The Government of the United Kingdom of Great Britain and Northern Ireland will accredit licensed employment agencies in Kenya to recruit health care professionals for the UK labour market.

Accredited employment agencies will undertake interviews of shortlisted candidates, coordinate their migration to the United Kingdom, ensure the welfare of Kenyan Migrant Nurses while in the United Kingdom and coordinate their return and reintegration at the end of their tour of duty.

ELIGIBILITY CRITERIA

Individual nurses will be deemed eligible for employment under the Agreement if all the following are met:

i. Must be a Kenyan citizen;

ii. Must be in possession of a Diploma or Bachelor's degree in Nursing from a recognized institution; iii. Must be registered and licensed by the Nursing Council of Kenya; iv. Must be in possession of a valid Police Clearance Certificate; and

v. Not be in paid employment in the public or private sector in Kenya.

Interested applicants are required to register through the specialized portal: https://neaims.go.ke/

RESPONSIBILITIES OF NURSING PROFESSIONALS

Applicants will:

i. Provide the correct and accurate documentation
ii. Observe the culture, rules, regulations and laws of the two countries
iii. Abide by the signed employment contract iv. Provide information that may help improve the programme
v. Uphold the ideals of the Republic of Kenya and defend it if need be
vi. Refrain from committing acts which are detrimental to interests of his or her employer during the course of the employment

THE RECRUITMENT PROCESS

The Ministry of Labour and Social Protection will submit the details of registered candidates to the respective health professional regulatory bodies under the Ministry of Health for verification of registration and licensing status of the candidate.

Kenyan accredited and licensed employment agencies, through the National Employment Authority (NEA) in the Ministry of Labour and Social Protection, will be provided with a list of shortlisted candidates for employment in the UK under the Agreement.

Accredited employment agencies will conduct interviews of the shortlisted candidates and communicate to successful candidates and the Ministry of Labour and Social Protection.

The accredited and licensed employment agencies shall ensure that selected candidates acquire all the required travel documents to facilitate clearance by the Ministry of Labour and Social Protection.

PRE-DEPARTURE INDUCTION/TRAINING

All successful applicants will have to undergo pre-departure training prior to migration to the United Kingdom.

The Ministry of Labour will identify and accredit training providers to offer predeparture training to successful applicants.

The pre-departure training programme will include: General information on UK (culture, climate, remittances, do's and don'ts, helplines, emergency situations), UK Labour laws; Nature of UK health care system; Work permit; the UK National Health Service (NHS) Terms and Conditions of Service; Life skills (Communication, personal development, financial management, investment, employee-employer relationship), Professional development, Diaspora associations, Consular services; Employment contracts; and Accredited employment agencies.