MINISTRY OF LABOUR

BRIEFING ON IMPLEMENTATION OF THE BILATERAL AGREEMENT BETWEEN THE GOVERNMENTS OF KENYA AND THE UNITED KINGDOM FOR COLLABORATION ON HEALTH CARE WORKFORCE

DATE: Thursday, 18th November, 2021

VENUE: Kenya School of Government (KSG), Nairobi Campus

PRESENTED BY

Ms. Winnie Karingithi, Director of Planning

INTRODUCTION



- **Kenya is in the process of implementing the Bilateral Labour Agreement signed with the Government of the United Kingdom of Great Britain and Northern Ireland for collaboration on health care workforce.**
- **The Agreement affords an opportunity to the two countries to cooperate in the delivery of health care through recruitment and employment of Kenyan Health Care professionals in the UK.**
- **The first batch of Health Care Professionals targeted for recruitment to the UK under the Agreement are Nursing Professionals.**
- **The National Health Services (NHS) Trusts in UK are responsible for the recruitment --process of overseas nurses, including interviewing, making appointments and supporting nurses to arrive in NHS.**

INTRODUCTION…….Cont.



- In the process of implementing the Agreement, it has been realized that there are information gaps amongst prospective candidates regarding requirements for recruitment of Nurses to the UK.
- To address this, the Ministry of Labour has scheduled the meeting with Nursing Professionals interested in working in the UK under the Agreement to brief them on the requirements and progress made in the recruitment process.
- The meeting will also provide an opportunity to receive feedback from the Nursing professionals regarding their experiences with the registration and recruitment processes so far.

PROGRESS IN RECRUITMENT OF WORKERS



- Developed a specialized portal on the National Employment Authority (NEA) website for registration by qualified Nurses interested in working in the UK under the Bilateral Agreement.
- Published a request for Expression of Interest from qualified Kenyan Nurses (COHORT 1) for employment in the United Kingdom of Great Britain and Northern Ireland under the Bilateral Agreement for collaboration on Health Care Workforce.
- A total of 3,329 applicants have expressed interest with 2,024 females and 1,305 males

PROGRESS IN RECRUITMENT OF WORKERS……Cont’



- The list of applicants who completed registration was submitted to the Cabinet Secretary, Ministry of Health for screening and verification of the applicants’ registration by the Nursing Council of Kenya (NCK).
- A Total of 644 candidates were disqualified for various reasons among which are; higher diploma holders and professional standing (Expired licenses and not registered with the Nursing Council of Kenya).
- A total of 2685 candidates were shortlisted who are at the various stages of compliance on English Test and the Computer Based Test required for the UK market.

PROGRESS IN RECRUITMENT OF WORKERS…….Cont’



- For candidates to qualify there is a requirement that they must have passed the English Language Tests: International English Language Testing System (IELTS) or Occupational English Test (OET) and Computer Based Test (CBT).
- Follow-up activities are on-going to assess whether the candidates who had booked for the exams IELTS or OET and CBT have met the required qualifications in order to proceed to the next step.
- Published a request for Expression of Interest from qualified Kenyan Nurses (COHORT 2) for employment in the United Kingdom of Great Britain and Northern Ireland under the Bilateral Agreement for collaboration on Health Care Workforce on 13th November, 2021.
- A total of 396 applicants have applied to date.

ELIGIBILITY CRITERIA



Eligibility criteria was developed and applied to assess the qualification of potential candidates. This include:

- **Be a Kenyan citizen**
- **Be a Kenyan Citizen;**
- **Possess a Diploma or Bachelor's degree in Nursing from a recognized Institution;**
- **Be a registered and licensed by the Nursing Council of Kenya; and**
- **Employment Status; not in paid employment either permanent and pensionable or contract of more than 3 years**
- **Not out of employment (practicing nursing) for more than 18 months**

REQUIREMENTS



- **A candidate requires to pass IELTS with an overall score of AT LEAST SEVEN (7), with AT LEAST 7 in Listening, Reading and Speaking English, and 6.5 in Writing.**
- **Undertake Objective Structured Clinical Examination (OSCE) once in UK to test competency to ensure registration as Nurse in UK.**
- **Entry level for the nurses is Band 5 premised on a condition that they pass the Objective Structured Clinical Examination (OSCE)**
- **The recruited Nurses will be issued with a 3 year working Visa and a renewable contract.**

REQUIREMENT PROCESS



STEP	REQUIREMENTS
Step 1	Pass the English Language (IELTS or OET)
Step 2	Computer Based Test (CBT) Eligibility and qualification application Employment checks – police clearance/qualification checks Registration and Application Interview Occupational health clearance

REQUIREMENT PROCESS……Cont’

STEP	REQUIREMENTS
Step 3	Certification of Sponsorship Visa Application & Approval
Step 4	Arrival at the UK Objective Structured Clinical Examination (OSCE) training exams Become a registered nurse once you pass OSCE Exam



Thank you!