International Nurse Recruitment – 10 years down the road of a Win-Win Journey

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BACKGROUND TO INTERNATIONAL NURSE RECRUITMENT

• Worsening RN shortage
  • Theatre cases cancelled
  • Ambulances diverted
  • Critical Care and ward beds closed
  • Unethical agency RN practices
• SANC moratorium
• Uncertainty about implementation date for new qualifications
PROCESS FOLLOWED

• Information gathering
• Internal and external stakeholder meetings
• Agent recruitment
• Selection of country
• Recruitment
• Preparation for arrival
CHALLENGES

• Uncharted waters
• Untested processes
• Needed to establish employee brand in India
• Long journey from recruitment to arrival
## RECRUITMENT DATA FOR RNs FROM INDIA

<table>
<thead>
<tr>
<th>COMPANY</th>
<th>CURRENT NURSES IN SA</th>
<th>NURSES AWAITING VISA’s IN INDIA</th>
<th>RECRUITED AWAITING EXAM</th>
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</thead>
<tbody>
<tr>
<td>Lenmed</td>
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<td>Netcare</td>
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<td>-</td>
<td>292</td>
</tr>
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</table>

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IMPACT ON VACANCY DATA

Impact of Arrival of RN’s from India on RN Vacancies

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VALUE-ADD TO MEDICLINIC

• Professionalism
  • Patient-Centricity
  • Further Education and Training
  • Reliability, Commitment and Loyalty
  • Detail focus
VALUE-ADD TO MEDICLINIC

- Clinical skills and leadership
  - Clinical Expertise
  - Management and Supervision
  - Mentorship & Role-Modelling
VALUE-ADD TO MEDICLINIC
NURSING EXCELLENCE AWARDS 2016
VALUE-ADD TO NURSES FROM INDIA

• Opportunity to work with a global healthcare community within a corporate environment
• Exposure to advanced Healthcare setup
• Exposure to new cultures and adapting to lifestyle outside India
• Being remunerated well and therefore enjoying a good quality of life
VALUE-ADD TO NURSES FROM INDIA

• Mediclinic’s Spouse recruitment program
• Family visa status and ability to bring one’s parents
• Passage to India and the assistance of a designated travel desk
• Assistance to secure visa through PWC
• Assistance in registration with SANC and validating it on an annual basis
• Opportunity to further our education with universities in South Africa
ACTIVITIES

- Playing Cricket

- Travelling across the country
ACTIVITIES

- Annual gathering for traditional celebrations

- Participating in charity events
  - Kids Care Trust: The Bloemfontein Indian community have been helping destitute homeless kids by providing food on weekly basis
• Involvement with CANSA association
  • This year the Bloemfontein Indian Community were the third highest grossers of funds for CANSA in the Central South Africa region
RECOMMENDATIONS

- Stakeholder Engagement:
  - External
    - Continue to lobby for improved process
  - Internal
    - RN’s from India
    - Other company employees
    - Management
- Monitor work life balance
- Mitigate financial risk
Thank You
QUESTIONS?