

International Nurse Recruitment Programme: NMC Temporary Register

FAQs

We would like to reiterate that joining the temporary register is voluntary and people should not feel pressured to join.

If you have any questions please visit [NMC Temporary Register information](#) or email NHSI.workforce@nhs.net.

NMC Temporary Register & Application Process

- 1. Are the international nurses being contacted individually to join the temporary register or is this decision being left with the employing organisation?**

No, IR nurses are not going to be contacted individually, please see the process below.

- 2. What is the process for adding someone to the temporary register?**

Trust Directors of Nursing have been sent a letter explaining the process with an attached nomination spreadsheet, this must be completed with the details of those individuals that are willing to join the temporary register; have the Trust's support to join temporary register; are at the right stage of their NMC application; and must be signed off by a senior, permanent NMC registrant at your trust before being submitted to the NMC. The NMC will run the necessary checks on each individual to confirm eligibility and send them an invitation to confirm their personal details and that they are happy to be included on the temporary register. The personal details must match those included on their NMC application form. Once completed the individual should be added to the register within 24 hours.

For assurance that the individual can be added to the temporary register the NMC request that each organisation has a *senior permanent NMC registrant certify that each overseas-trained nurse:*

- is suitable to work in the emergency and that they support their entry to the temporary register
- has English language (skills for listening, speaking, reading, and writing) sufficient to allow them to practise in the emergency
- has no health conditions or disabilities that prevent them from providing safe care or, if they do have a condition or disability, that it is managed so they can practise in the emergency
- is not aware of any concerns about their character that prevent them from practising in the emergency
- has the skills, knowledge, and experience to be able to practise in the emergency.

Second, we will need either the appropriate Director of Nursing or registered nurse leader to confirm there is an appropriate, proportionate, and objective assessment framework in place.

- 3. How long will the temporary register be open?**

The NMC will be taking nominations for the temporary register up until the end of February 2022.

- 4. Is the temporary register open to Midwives as well as Nurses?**

Currently, the temporary register is only open to Nurses, this does include all strands of nursing such as Adult and Mental Health. Midwives have not been invited to join at this present time.

- 5. Do nominees need to have completed IELTS or OET?**

The NMC are only inviting applicants to join the temporary register if they have submitted their full registration application, which includes the submission of evidence that they meet our English language requirements and their health and character declarations. This means applicants who do not meet the English language requirements will not meet the criteria to join the temporary register.

6. If someone joins the temporary register will they receive any benefits when joining the full register?

No, individuals who join the temporary register will still need to pass their OSCE before being able to join the full register. However, the experience gained from being on the temporary register has previously increased the likelihood of individuals passing their OSCE on the first attempt.

Individuals will be paid at Agenda for Change band 5 whilst on the temporary register.

7. If someone has previously failed their OSCE can they still be added to the temporary register?

If the individual has failed four or more stations when undertaking their OSCE, were given a reg flag or are on their third and final attempt they will not be eligible to be added to the temporary register. If you are unsure, the NMC will check through all nominations to confirm their OSCE status.

8. Do nurses on the temporary register still need to be under supervised practice?

Yes, the NMC have put in place conditions of practice for overseas applicants who are on the temporary register. This is to make sure there are appropriate safeguards in place for them to practise safely and effectively during this emergency. They must:

- Work as a registered nurse or midwife in an employed capacity for a health or social care employer.
- **Always** work under the direction of an NMC registered nurse, midwife or other registered healthcare professional who is not on a temporary register.

While on the temporary register, they can only practise in support of the Covid-19 emergency, either directly or indirectly. They'll need to comply with the Code and work within their scope of practice.

9. Will there be adequate wellbeing, cultural and emotional support for IR nurses moving on to the Temp Register?

There are now significantly more IR support roles in place at trusts since the beginning of 2021 and trusts have enhanced their pastoral support over this time. Trusts should self-assess their health and wellbeing support as well as their supervisory support for all nurses moving to the Temp Register. Trusts are expected to ensure there is enough resilience to be able to support these nurses whilst on the Temporary Register.

Our International Nursing Associations have grown and matured as organisations over this past year and have been recently funded to enhance their pastoral offer to nurses during the pandemic and should be contacted to support. Please see contact details for International Nursing Associations here [NHS England » Nursing workforce – International recruitment](#) . Please share these details with your international nurses.

There is also a national offer for health and wellbeing support for nurses that can be accessed here [International nurses during COVID-19 | NHS Employers](#)

10. Will the NMC offer extensions for CBT and English language tests?

At this stage the NMC is not considering further extensions to CBTs or the English language test. In the last cohort these measures were brought in at a time when OSCE centres were closed, followed by significant international travel restrictions, so applicants could not progress with their applications. However, OSCE centres remain open and so the NMC are encouraging applicants to work towards permanent registration. This situation will continue to be monitored. If there are any specific concerns regarding individuals needing extensions, please let us know via email to NHSI.workforce@nhs.net

11. If someone's health declaration has expired can providers engage with their OH department?

Yes, as outlined on the [NMC's website](#), applicants can provide a supporting health declaration from either a medical practitioner or member of their OH provider.

OSCE

12. What happens if the international nurses are already registered for their OSCE examination?

OSCE testing sites currently remain open and individuals should still attend where appropriate. If you feel that candidates are not ready to undertake their OSCE, for example if their preparation has suffered due to operational pressures then you can rearrange.

13. If our IR nurses have already passed their OSCE and are awaiting their PIN should they move to the Temporary Register?

No, if the IR nurse is currently in the assessment queue, this will take a maximum of 30 days provided the application documents are correct. They should receive their PIN prior to being included on the NMC Temporary Register so it would make sense for them to wait for their PIN at this stage. For those with OSCEs booked in January you may wish to consider nominating for the Temporary Register. Please ask your IR nurses who have completed their OSCE to respond to any queries or requests for additional information from the NMC as quickly as possible, this will ensure prompt completion of the necessary post OSCE checks and awarding of their PIN.

Visa Delays

14. Will there be an extension to the visa application process if the OSCE deadline of 12 weeks is not met?

Employers should continue to ensure nurses are booked to take their first OSCE within 3 months of the start date on their Certificate of Sponsorship. If there are delays, for whatever reason – sickness, cancelled bookings or operational pressures, UK Visas & Immigration will apply discretion. If nurses are likely to breach this rule, employers should add a note to the SMS sponsor system with the reason for any delay. Employers must also retain evidence of the reason for delays in the event of a UKVI compliance visit.