

# Strive and Thrive: International Recruited Nurses

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NHSGGC has successfully welcomed 370 international nurses recruited through Scottish Government cohort recruitment pathways, demonstrating the positive impact of collaborative approaches and tailored support. This poster shares effective strategies for supporting and retaining nurses aligning with improved staff collaboration and positively impacting person-centred care.

NHSGGC's Nursing and Midwifery Cultural and Pastoral Support Group supports integration through governance and hearing the voices of all. Group membership includes professional nursing and midwifery leads, spiritual care, international nurses, HR, staff experience, staffside and Practice Education. Access to our Black and Minority Ethnic, Equality and Diversity and LGBTQ+ forums, as examples, support the sharing of experiences and help foster a sense of belonging.

A dedicated website provides access to national guidance, professional development opportunities, career progression and wellbeing resources, as well as sharing best practice and inspirational stories.

A structured induction pathway supports transition, guiding new-to-role professionals through Flying Start NHS® to consolidate skills and contribute to CPD/NMC Revalidation. Preceptorship offers structured support and clinical supervision provides a safe space, creating psychological safety for reflection. Conversation, courage and culture webinars focus on workplace cultural adaptations and building resilience.

Recognising international qualifications and experience ensures fair progression and respect for expertise. Encouraging teams to learn from diverse backgrounds and approaches allows collaborative working and leads to enhanced teamwork. Diverse perspectives drive improvements in care delivery, leading to improved patient outcomes and person-centred care.

## Quotes

**"Our international nurses bring new ideas and energy, improving care for everyone."**

– Susan Scott, SCN

**"Support from my team helped me settle quickly and feel valued in my role."**

– Michael Adeshiyan

**"I was struck by the commitment of IENs, work ethic, willingness to learn and leap of faith taken to try something completely different in a new place with a different culture."**

– Consultant Tricia Moylan

**"NHSGGC welcomes all of our international nurse colleagues to strengthen our workforce and we recognise the importance of providing pastoral and cultural support as they transition into clinical practice."**

– David Lamont, Interim Chief Nurse,  
Nursing and Midwifery Directorate



## Conclusion:

Investing in the support and integration of internationally recruited nurses strengthens the workforce, enhances care delivery, and fosters innovation. Ongoing collaboration, resource development, and recognition of experience are essential for success. NHSGGC continues to build an inclusive environment where every nurse can strive and thrive.