

All Wales International Recruitment Programme

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All Wales International
Recruitment Programme



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Welcome to Wales



Dear candidate,

When Aneurin Bevan, a proud Welsh man, founded the National Health Service (NHS) in 1948, he did so on the principles of equality of access and the service being based on need, not on the ability to pay.

By developing your career in Wales, you'll be able to continue these proud NHS traditions in the country of its birth. Internationally Educated Nurses and Doctors are core valuable part of our workforce. That is why we are proud to have launched the All-Wales International Recruitment Programme, a ground-breaking initiative delivered by NHS Wales Shared Services Partnership (NWSSP), in partnership with Health Boards and Trusts across Wales. This programme has already supported hundreds of internationally trained healthcare professionals to join the NHS Workforce and deliver frontline patient care. As an International Recruit you can be assured of not only the warmest of welcomes but our commitment to ensuring your continued professional growth and development as part of NHS Wales. We look forward to welcoming you to live and work with us here in Wales.

Judith Paget

Welsh Government Director General/ NHS Wales Chief Executive



A country of compelling contrasts



As one of the four nations of the UK, Wales is truly blessed with a friendly sense of community, affordable housing and stunning natural surroundings and the opportunity to choose the lifestyle you want - whatever your personal responsibilities and stage of life.

Compact but diverse, Wales is a country where picturesque communities, unspoilt coastlines, stunning countryside and vibrant cities combine to offer you all the relaxation and family adventure you need.



Beach life

From the world-renowned Pembrokeshire and Gower coasts in the West and South, to the beautiful Llŷn Peninsula on the edge of Snowdonia National Park in the north, Wales is home to many of the UK's best beaches - all accessible along a continuous 870-mile coastal path that reveals coves, headlands and bays teeming with wildlife.

The great outdoors

There are three National Parks in Wales but, wherever you go, nature is all around you. From majestic mountains to dramatic river valleys and rugged cliff tops, the natural landscape offers a stunning backdrop whether you're in the mood for adventure, looking to unwind or simply following your daily routine.

Urban living

Fast emerging as one of Europe's most energetic capitals, Cardiff offers world-class shopping, stylish dining, beautifully kept parks and all the other advantages you'd expect from modern urban living. Newport is a city rejuvenated by investment, Swansea appeals with its beach suburbs and the market town of Wrexham offers historical buildings and is the gateway to North Wales.

NHS Wales: An Integrated Health System

Ashly, Staff Nurse



NHS Wales operates as an integrated healthcare system. There are seven local Health Boards that are responsible for planning, commissioning, and delivering care within their locality across the full range of specialties including Primary Care, Community and Long-Term Care, Mental Health services, and Secondary Care. Some specialist services are provided on an All-Wales or regional basis in some of our larger tertiary centres.

The seven Health Boards are supported by three All-Wales NHS Trusts. Public Health Wales is responsible for improving public health outcomes, reducing health inequalities and for providing specialist screening services. Velindre University NHS Trust provides specialist cancer services and the Welsh Ambulance Service provides emergency and non-emergency patient transport across Wales.

Finally there are three other All-Wales bodies responsible for providing strategic, corporate, administrative, and technical services to the NHS in Wales.

Digital Health and Care Wales supports the modernisation of the health service through new innovative technologies. Health Education and Improvement Wales (HEIW) is a Special Health Authority responsible for the professional education, training, and development of the NHS Wales workforce. Finally, the NHS Wales Shared Services Partnership provides a range of administrative, technical, and professional support services to both the Health Boards and NHS Trusts.



In Wales, we don't just offer a career, we offer a way of life.

Huw, Consultant Psychiatrist



The NHS Wales is committed to providing you with lifelong learning and development opportunities. This means we'll support you continued professional development (CPD) across a wide range of routes. Covering everything from workplace-based training to specialist post-registration courses with academic credit which help maintain your professional registration and supports career progression.

As an international recruit you can choose the setting in which to develop your career. Whether that's in one of our major urban hospitals, with specialist tertiary services such as burns and cardiac surgery or in our beautiful rural communities, within district general hospitals and integrated locality teams.

International Medical Graduates

Jaya, Consultant Psychiatrist



International Medical Graduates are an essential part of our clinical workforce. As an international medical recruit, you'll get the chance to work in modern facilities and receive support from experienced doctors. We have opportunities across the country, from vibrant cities to lively valley towns and traditional villages. Whether you choose a rural or urban setting, you'll experience the strong sense of community that connects the whole country and makes Wales such a rewarding place to work and live.

Wellbeing In NHS Wales

We actively encourage and enable our colleagues to prioritise self-care and the health and wellbeing of others, by promoting a culture of compassionate leadership and self-compassion.



"Wales provides a wealth of career and learning opportunities for our International Medical Graduates. Wales' geography means that you will be exposed to a variety of complex medical cases whether you work in one of our Rural District Hospitals providing initial urgent care across the full range of specialties or in one of our tertiary centres where our Schools of Medicine have a global reputation for the strength of their research".

Frank Atherton, Chief Medical Office, Welsh Government.

No PLAB, No Problem – GMC sponsorship available!

NWSSP can sponsor you as an IMG for registration with the GMC. The programme aims to support International Medical Graduates (IMGs) to build a career within NHS Wales.

The NHS in Wales is committed to providing you with the learning opportunities. You will be given a named Educational Support and Mentorship supervisor (ESM) and Clinical Supervisor (CS) within your organisation, ensuring that regular educational and mentorship support is provided. Access to e-portfolio will be provided as well as a structured appraisal from senior doctors.

Relocation support

Wales offers a comprehensive relocation package, provides one month's free accommodation, refunds the cost of the IELTS/OET Fee, covers the cost of the Visa application fee, and pays the cost of the flight ticket to the UK along with a gratuity payment (Tax/NI recoverable).

A lifetime of progress

By joining the NHS in Wales you'll discover a culture where we never stop learning, where skills and knowledge are shared openly, and where your personal development is a high priority – after all, we understand that true fulfilment comes from the bigger picture.

Internationally Educated Nurses

Internationally Educated Nurses are a vital part of our NHS Wales family. By coming to work as a nurse in Wales you will be joining a much-valued part of our workforce.

Each Health Board has a well-established OSCE training and preparation programme so you can be sure you have the support you need to gain NMC registration as quickly as possible. In addition to this, we provide a generous relocation package including reimbursement of your CBT, NMC Application, and VISA costs.

All flights to the UK are paid for by us in advance. Your Welcome Pack on arrival includes an initial period of free accommodation as well as a gratuity payment (Tax & NI recoverable) which we do not reclaim or expect you to pay back.



"Being an Internationally Educated Nurse myself I know first-hand that NHS Wales provides not only the warmest of welcomes but also a lifetime of career opportunities for our International Nurses. There are no limits to where your nursing career can take you as part of our NHS Wales family".

Sue Tranka, Chief Nursing Office for Wales

Aneurin Bevan University Health Board



One of the largest and busiest healthcare providers in the UK, Aneurin Bevan UHB provides healthcare to people living in South East Wales. This includes the city of Newport as well as the towns of Cwmbran, Abergavenny, Caerphilly and their surrounding areas.

Cwmbran is a thriving industrial, commercial and retail centre with good transport links. The town continues to grow with ongoing shopping and residential developments. It is the site of the new multi-million-pound Grange University Hospital, a Specialist Critical Care Centre that treats the most seriously ill patients, and those with significant injuries.

Abergavenny is nestled between seven hills close to the border between England and Wales; it truly is a 'Gateway to Wales'. A vibrant town with busy markets, Abergavenny holds a number of annual festivals attracting visitors far and wide. It is home to Nevill Hall Hospital which provides a range of inpatient medical and surgical specialties to the local area.



As Wales' third largest city, Newport is surrounded by beautiful landscapes including the Wye Valley, an Area of Outstanding Natural Beauty, the Brecon Beacons National Park and the Forest of Dean. Newport is home to the Royal Gwent Hospital and provides a comprehensive range of emergency and elective services to the population of Newport and South Monmouthshire.

Betsi Cadwaladr University Health Board



As the largest Health Board in Wales and one of the largest healthcare providers in the UK, Betsi Cadwaladr UHB provides healthcare to the people of North Wales.

Both geographically large and diverse in its landscape, North Wales has something to offer every lifestyle. In the North West is the stunningly beautiful Snowdonia National Park, world renowned for its rugged landscape, Welsh culture and of course Wales' highest mountain- Yr Wyddfa. North East Wales offers a different pace of life. From the popular seaside resorts of Rhyl and Prestatyn, to the bustling shops of Wrexham, North East Wales is predominately urbanised with excellent transport links to the major centres of population in Liverpool, Manchester and Birmingham.



Betsi Cadwaladr UHB has three major hospitals which offer the full range of clinical specialties within secondary care. Ysbyty Gwynedd is in the heart of Bangor, a university city popular with lovers of the outdoors due to its position between the picturesque Menai Strait and Snowdonia.

Situated close to the coastal town of Rhyl, Glan Clwyd Hospital provides services to the population of central North Wales whilst Wrexham Maelor, one of the largest hospitals in Wales, serves the North East. It has a busy A&E department and, as a teaching hospital, was voted the best in Wales by Cardiff University medical students.

Cardiff & Vale University Health Board



Cardiff, the thriving Welsh capital has something for everyone. It is a fantastic city to live and work in with great communication links, a booming economy and a dynamic tertiary education sector. It is the centre of the Welsh Government and has an abundance of sports, arts and cultural attractions. The local population is growing rapidly, with Cardiff projected to be the fastest growing major British city over the next 20 years.

Cardiff and Vale UHB has a strong reputation for excellence in medical research and clinical innovation with strong links to a wide range of academic institutions including Cardiff University, University of South Wales and Cardiff Metropolitan University. Hospitals include the University Hospital of Wales (UHW), the third largest hospital in the UK and the University Hospital Llandough (UHL). In addition to the local population of Cardiff, the Health Board also serves the wider population across Wales (and often the UK) with highly specialist treatment and complex services such as major trauma, neurosurgery and cardiac services. The Health Board is also home to Wales's only Children's Hospital; The Noah's Ark Children's Hospital for Wales.



Cwm Taf Morgannwg University Health Board



Ideally situated between Wales' capital city, Cardiff to the South, the coastal town Porthcawl to the West and the stunning scenery in the Brecon Beacons National Park to the North, Cwm Taf Morgannwg UHB operates within a vibrant community, and heritage. The area is steeped with rich history, widely recognised across the UK and around the world as the driving force of the industrial revolution and the coal industry.

The Princess of Wales Hospital is located on the outskirts of the town of Bridgend. The hospital provides a comprehensive range of acute surgery and medicine for patients of all ages, including inpatient, outpatient and day services. The Royal Glamorgan Hospital is located in a semi-rural area, just 13 miles from the city of Cardiff. The hospital is cushioned by areas of outstanding beauty; the Glamorgan Heritage Coast, the Gower Peninsula and Rhondda Heritage Park are all within a short driving distance. Prince Charles Hospital, in Merthyr Tydfil, provides sub-regional oral and maxillofacial services, a full range of locally provided and visiting specialist outpatient services and has an extensive range of diagnostic services.

Hywel Dda University Health Board

Covering a large geographical area, Hywel Dda UHB provides healthcare to the three counties of Ceredigion, Carmarthenshire and Pembrokeshire in beautiful West Wales. With affordable housing, friendly market towns, a strong sense of community and numerous areas of outstanding natural beauty, West Wales is the ideal location to bring up a family.

Situated on the beautiful Ceredigion coast and in the University town of Aberystwyth, Bronglais General Hospital may be the smallest district hospital in the UK, but its teams, services and departments are recognised for having achieved excellence in many fields of care.

Noted for its beautiful rolling hills, picturesque Welsh countryside and market towns, Carmarthenshire is home to two district General Hospitals. Glangwili General Hospital is situated in the bustling market town of Carmarthen and provides a wide range of acute inpatient medical and surgical services. Whilst Prince Philip Hospital is a modern, progressive and well-equipped hospital that serves the larger population of Llanelli.

As one of the UK's most popular holiday resorts, Pembrokeshire is noted for its idyllic countryside, small market towns, award winning beaches and the breath-taking beauty of its world-famous coastline. Within Pembrokeshire, Withybush General Hospital offers a wide range of opportunities across a variety of clinical specialties.



FROM TOP TO BOTTOM: Pembrokeshire Forest, Tenby, Laugharne Castle.

Powys Teaching Health Board



Powys is both a rural and geographically large county, covering a quarter of the landmass of Wales. Promising incredible beauty, affordable housing and a relaxed pace of life, it's not surprising that Powys is one of the happiest places to work and live.

Famous events such as the Hay Festival, the Royal Welsh Show and the Green Man Festival may attract annual visitors to Powys, but it's the county's extraordinary ability to make everyday life so much better that invites health professionals and their families to build a future here; allowing your children to grow up in one of the most beautiful and safest parts of the country.

As a rural health board, Powys provides as many services as possible locally, through GPs and other primary care services, community hospitals and community services. Services include nine community hospitals located across the county and four Minor Injury Units across the county where Nurse Practitioners are supported by local GPs to treat a wide range of minor illness and injuries. The Health Board also has two dedicated Day Surgery Units that have an excellent reputation for varied training opportunities, career advancement, ongoing skill acquisition and team working.

FROM TOP TO BOTTOM: Table Mountain, The Royal Welsh Show, Elan Valley Reservoir.

Swansea Bay University Health Board

Swansea is Wales' second largest city and the regional capital of South West Wales. It is a university city with a rich history and flourishing cultural scene. As a waterfront city it has access to some of the most beautiful beaches in the UK on the Gower Peninsula - the UK's first Area of Outstanding Natural Beauty. It also benefits from being able to offer outstanding leisure and recreational opportunities.

Morrison Hospital is one of the largest hospitals in Wales with about 720 beds. It is the regional acute tertiary hospital for South West Wales, offering a range of specialist services, including trauma and orthopaedics, renal medicine, neurology, oral and maxillofacial surgery. It is home to the Welsh Centre for Burns and Plastic Surgery and has one of the busiest emergency departments (A&E) in Wales. Singleton Hospital, overlooking Swansea Bay, hosts a range of services including acute assessment, acute medicine and care of the elderly. It has about 330 beds and provides a regional consultant-led maternity unit and neonatal intensive care.



FROM TOP TO BOTTOM: Port Talbot Coast, Swansea Marina, Three Cliffs Bay Gower Peninsula.

Velindre NHS Trust



Velindre University NHS Trust (VUNHST) delivers specialist cancer services for South East Wales using a hub and spoke model.

The hub of our specialist cancer services is Velindre Cancer Centre. This is a specialist treatment, teaching, research and development centre for non-surgical oncology. We treat patients with chemotherapy, Systemic Anti-Cancer Treatments (SACTs), radiotherapy and related treatments, together with caring for patients with specialist palliative care needs.

The Welsh Blood Service plays a fundamental role in the delivery of healthcare in Wales. It works to ensure that the donor's gift of blood is transformed into safe and effective blood components, which allow NHS Wales to improve quality of life and save the lives of many thousands of people in Wales every year.

The Trust also hosts two organisations, NHS Wales Shared Services Partnership and Health Technology Wales.

There are exciting times ahead for VUNHST! A new cancer centre was approved for development, here in Whitchurch, by the Welsh Government in 2021. The current Velindre Cancer Centre is around 60 year's-old and it was decided that new facilities and space were required to deal with the future challenges of cancer services in Wales.

The new Velindre Cancer Centre (nVCC) will treat more patients and help more people live longer with cancer. It will be an NHS service, treating people according to need and will be free at the point of delivery. It will also support international research and development aiming to make Wales a world leader in cancer treatment. The new cancer centre is designed to work for future generations including our staff, patients and neighbours.

Map of the United Kingdom

The UK consists of four nations. England, Scotland, Ireland and Wales. Cardiff is the capital city of Wales.



Further Information

All Wales International Recruitment Programme

For further information about available opportunities please contact the following:

Nursing: nwssp.internationalnurses@wales.nhs.uk

Medical: nwssp.internationalmedics@wales.nhs.uk

Health board links

Aneurin Bevan University Health Board - www.abuhb.nhs.wales

Betsi Cadwaladr University Health Board - www.bcuhb.nhs.wales

Cardiff & Vale University Health Board - www.cavuhb.nhs.wales

Cwm Taf Morgannwg University Health Board - www.ctmuhb.nhs.wales

Hywel Dda University Health Board - www.hduhb.nhs.wales

Powyd Teaching Health Board - www.pthb.nhs.wales

Swansea Bay University Health Board - www.sbuhb.nhs.wales

NHS Wales trusts links

Digital Health and Care Wales - www.dhcw.nhs.wales

Health and Care Research Wales - www.healthandcareresearchwales.org

Health Education and Improvement Wales (HEIW) - www.heiw.nhs.wales

NHS Wales Shared Services Partnership (NWSSP) - www.nwssp.nhs.wales

Public Health Wales - www.phw.nhs.wales

Velindre NHS Trust - www.velindre.nhs.wales

Welsh Ambulance Service NHS Trust (WAST) - www.ambulance.nhs.wales

TrainWorkLive

www.trainworklive.wales

Wales tourism links

Visit Wales - www.visitwales.com



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**In Wales, we don't just offer a career,
we offer a way of life.**