

**25/11/2020**

Dear Aileen,

Further to your recent application, we can now confirm that **'Servisource Ltd (formerly Matrix Contracting Ltd UK)'** has been accepted on to the UK Code of Practice for international recruitment list and will feature on the list in the next monthly update. The list of approved agencies can be found on our [website](#).

NHS Employers is commissioned by the Department of Health and Social Care (DHSC) to maintain the Code of Practice. Please ensure you are familiar with the code which is available on the [Department of Health and Social Care website](#), as well as the [World Health Organisation \(WHO\) Code](#). For easy reference, the guiding principles of the UK code are:

- [Developing countries](#) should not be targeted for recruitment
- International recruitment is a sound and legitimate contribution to the development of the NHS workforce
- Extensive opportunities exist within the NHS for individuals in terms of training and education and the enhancement of clinical practice
- Candidates should only be appointed who demonstrate a level of knowledge and effectiveness comparable to that expected of an individual trained in the United Kingdom
- Candidates should only be appointed who demonstrate a level English language proficiency consistent with safe and skilled communication with patients, clients, carers and colleagues
- Staff legally recruited from abroad to work in the UK are protected by UK employment law in the same way as all other employees
- Staff recruited from abroad should have the same support and access to further education & training and continuing professional development as all other employees.

Please note that the NHS Employers logo is protected and commercial recruitment agencies who are successfully placed on the list of agencies that adhere to the code, are not permitted to display the logo on their business materials, such as documents and websites.

Agencies are also reminded that inclusion on the list does not imply that they belong to a group that are either preferred suppliers or recommended by the Department of Health and Social Care or NHS Employers. It also does not guarantee they will be engaged by NHS organisations to

recruit on their behalf. Agencies will need to approach NHS Improvement approved frameworks, and approach organisations for business themselves.

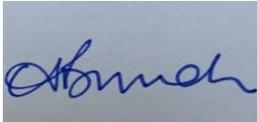
**Please let us know immediately if you have any changes to your details so that we can keep your records up to date.**

**We carry out biannual checks as well as random monthly spot checks to ensure agencies are still in business and are adhering to the standards of the Code of Practice.**

**As part of this process, we will contact you to update your company and contact details if necessary. Failure to notify of any changes to your details or activity which contravenes the guiding principles could lead to removal from the Code of practice List.**

Please ensure you raise future changes with: [workforcesupply@nhsemployers.org](mailto:workforcesupply@nhsemployers.org)

Yours Sincerely



Adele Bunch  
Code of Practice Team