



To:

Health and Social Care Employers

Dear Colleagues

## UPDATE TO THE CODE OF PRACTICE FOR THE INTERNATIONAL RECRUITMENT OF HEALTH AND SOCIAL CARE PERSONNEL IN SCOTLAND

### Summary

1. The first Scottish Code of Practice for the international recruitment of health and Social Care personnel was published in February 2021 to coincide with the UK Code of Practice, which set out updated principles and practices for international recruitment to ensure it is carried out ethically. It applies to the appointment of all international health and social care personnel in Scotland, including all permanent, temporary, agency and locum staff. The Code demonstrates Scotland's commitment to ethical recruitment and protecting the healthcare systems of developing countries.
2. The Code adheres to the common aims, objectives and guiding principles of the UK code of practice, but reflects our differing organisational structures.

### Update to the Code of Practice

3. There are no material changes to the Code of Practice. The latest update adds some clarity to the guidance and streamlines the document as well as the addition of scenario examples.

### Action

4. We are asking health boards and social care employers to share this letter with their recruitment teams to ensure they are familiar with the Code of Practice, maintaining Scotland's commitment to ensuring ethical recruitment of health and social care personnel.

**DL(2025)10**

22 May 2025

#### Addressees

For information  
NHS Board Directors of  
Human Resources  
NHS Board Chief  
Executives,  
Medical, Nursing, and PH  
Directors;  
Chief Executive, SSSC  
Chief Executive, Care  
Inspectorate

#### Enquiries to:

Health Workforce  
Directorate Support Unit  
Scottish Government  
Health Workforce Ground  
Floor Rear  
St Andrew's House  
Regent Road  
Edinburgh EH1 3DG

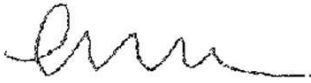
E-mail:

[sharon.wilson@gov.scot](mailto:sharon.wilson@gov.scot)



5. The revised Code of Practice can be accessed at [Code of Practice for the international recruitment of health and social care personnel in Scotland - Updated - gov.scot](#). Please note that this supersedes the previous published document and users will be redirect to this version.

Yours sincerely



Gillian Russell  
Director of Health Workforce

