



MERRY CHRISTMAS TO OUR CLIENTS FROM ALL OF US AT BISON MANAGEMENT

BISON UK MOVES TO LARGER PREMISES



To accommodate its global expansion plans, Bison Management Corp (UK) Ltd has moved to larger premises at 2, Penta Court, Station Road, Borehamwood, Herts WD6 1SL which is adjacent to the Elstree & Borehamwood main line station.

EMPLOYER ENQUIRIES: TELEPHONE, FAX & EMAIL ALL REMAIN THE SAME

Contact details for Employer Enquiries:-
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Email: ckelly@recruitnurse.com
Web: www.bisonmanagement.com

BISON'S SPECIAL IN-COUNTRY SCHEMES

A limited period Special 'No Fees' In-Country Adaptation Nurse Scheme is on offer due to the large number of nurses who are currently in the UK and want to do Adaptation. We also have a surplus of candidates, currently in the UK, who are looking for Senior Carer posts. 'No Fees' for In-Country Adaptation Nurses Scheme and 'Two for One Fee' for Senior Carers applies on orders before 28th Jan 2005. See page 2...

EXPANSION OF CONSULTANCY SERVICES TO EMPLOYERS FROM ALL SECTORS

Due to popular demand, Bison UK has expanded its CONSULTANCY SERVICES TO EMPLOYERS FROM ANY SECTOR who want Visas, Work Permits, Extensions and other Home Office requirements for Staff they have employed themselves and Dependants of those Staff. The Employers may have found employees, such as doctors, who need to enter the UK under the Highly Skilled Migrant Programme (HSMP). Alternatively, Employers may have found low-skilled employees who want help entering the UK under the Sector Based Scheme (SBS). Either way, Bison can now help with immigration Consultancy Services on a wide range of issues. See back page...

...STOP PRESS – Bison UK appoints first Regional Manager to cover East Anglia Region.

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UK GOVERNMENT LEGISLATION

IMMIGRATION LAW TRAINING



Bison Management UK staff have successfully completed Immigration Law training as required by the Office of the Immigration Services Commissioner (OISC). See page 2...

NVQ REQUIREMENTS

As an Employer, is your organization geared up for the requirements for 2005?
Will 50% of your carers be NVQ2 or above so that you are in line with govt targets?
Do you have a strategy to achieve the targets?

NVQ ASSISTANCE

If you have answered 'No' to any of these questions, Bison UK can help. Call us on our

**Employer Hotline
020 8905 1822**



BISON'S SPECIAL IN-COUNTRY SCHEMES

SPECIAL IN-COUNTRY ADAPTATION NURSE SCHEME - NO FEES

Under our Standard Out-of-Country Adaptation Nurse Scheme, when the nurse has completed Adaptation, the Employer can either release the adapted nurse back to Bison for placement elsewhere, or keep them on as a qualified RGN, at which time Bison invoices the Employer for the Adaptation Nurse Fee, currently £500 + VAT. Our limited period Special In-Country Adaptation Nurse Scheme is being offered because Bison has a large number of nurses who are currently in the UK and want to do Adaptation.

For confirmed orders received by Friday 28 January 2005, there will be NO PLACEMENT FEES payable by employers who employ one of our In-Country nurses for Adaptation.

Under this Special In-Country Adaptation Nurse Scheme, there will be no fees payable either at commencement of employment or when the nurse becomes qualified.

DO YOU NEED HELP WITH BECOMING NMC ACCREDITED?

Bison UK can assist Employers become Accredited to carry out Adaptation. Call Cynthia Barker on our **Employer Hotline 020 8905 1822**

SPECIAL IN-COUNTRY CARER SCHEME: TWO FOR THE PRICE OF ONE

We currently have a surplus of candidates, currently in the UK, who are looking for Senior Carer posts. Many are highly qualified nurses willing to do care work.

For confirmed orders received from Employers by Friday 28 January 2005...

TWO CARERS CAN BE SUPPLIED FOR THE PRICE OF ONE, currently £500 + VAT.

BISON UK ATTENDS CARE SHOWS

Since the Summer Newsletter, Bison Management UK has continued to have a presence at Care Industry Shows and Exhibitions around the UK. We have had an especially good response to our NO FEES SPECIAL IN-COUNTRY ADAPTATION NURSE SCHEME. Employers have been very interested to learn that Bison Management has a large number of nurses on its books who are currently in the UK and want to do Adaptation and that, for orders before Fri 28 January 2005, there are no placement fees payable by employers who employ an In-Country nurse for Adaptation. One such event was

24 SEPTEMBER 2004 - ENGLISH CARE COMMUNITY ASSOCIATION SHOW

The International Centre, St Quentin Gate, Telford

A very interesting and well-attended conference, speakers included Nigel Waterson MP, Conservative Spokesperson for Older People, Lord Sutherland of Houndwood, adviser to the ECCA and Dame Denise Platt DBE, Chair of the Commission for Social Care Inspection

CARE INDUSTRY EXHIBITIONS DURING 2005

Bison UK will be attending a number of nursing and care exhibitions around the UK during 2005. Senior personnel will be available to meet employers and discuss your requirements and answer any questions you may have about employment issues. For details of a show we will be attending near you, call 020 8905 1822.



For confirmed orders received by Friday 28 January 2005, there will be NO PLACEMENT FEES payable by employers who employ one of our In-Country nurses for Adaptation. Call 020 8905 1822 for details

"Bison have been incredibly supportive and have helped us through the bureaucratic minefield. We are delighted with our three Senior Carers from the Philippines!"

**Pauline Shields,
Matron Dunkirk
Memorial House
(Royal British
Legion)**

BISON STAFF SUCCESSFULLY COMPLETE IMMIGRATION LAW TRAINING REQUIREMENTS FOR OISC

Bison Management UK staff have successfully completed Immigration Law training as required by the Office of the Immigration Services Commissioner (OISC). Barrister and Immigration Consultant, Mavelyn Vidal, took Bison's employees on a journey through the perplexing world of UK Immigration Law in the congenial surroundings of Borehamwood's Moat House hotel. Immigration is a big issue at the moment, and so it is vital that all Bison staff know the legislation they deal with on a day to day basis. After the day-long session, staff members confirmed the usefulness of Mavelyn's course. "It is really important that we know what we are talking about when it comes to immigration," explained office manager Melben De Jesus. "We need to be able to help applicants looking for a job, and ensure that our clients receive the right guidance on these issues as well. I think we all feel more confident and comfortable with what is often a very complex area of the law." Further courses, designed to make sure Bison UK continues to deal efficiently and positively with Immigration issues, are in the pipeline.



Sector Based Scheme – an alternative route to working in the UK

Many workers come to the UK on a Work Permit on a scheme that depends on them being well qualified or in an occupation where the government has identified a scarcity of employees. Once here, they would often like to help their friends and relatives come to the UK as well. The problem is that not everyone has a nursing qualification or highly-skilled occupation or the appropriate amount of experience to qualify for a Work Permit under the established schemes. So how can low skilled workers legally enter the UK to work? The recently launched Sector Based Scheme may provide the answer.

What is the Sectors Based Scheme? The scheme allows workers from outside the European Economic Area (EEA) to enter the United Kingdom to take short-term or casual jobs. In 2003-2004 there are 20,000 places on the scheme. The scheme is open to all non-European Union nationals aged between 18 and 30.

This work is low skilled and jobs are only available in these sectors:

- the hospitality industry (hotel and catering work)
- the food manufacturing industries (meat and fish processing and mushroom production)

As an Employer, how can I learn more? For an initial discussion, call EMPLOYER SECTOR BASED SCHEME DEPARTMENT on 020 8905 1822 or email ckelly@recruitnurse.com

BISON EXTENDS ITS VISA & OTHER CONSULTANCY SERVICES TO EMPLOYER CLIENTS FROM ALL SECTORS

Bison has encountered many employers in the nursing and care industry who have identified overseas staff they would like to employ but who then have had difficulty with the administrative headache of obtaining Visas, Work Permits, Work Permit Extensions and other required documents for those staff and their dependants.

Given this demand and the company's history of experience and success with obtaining such documentation on behalf of both employers and candidates in the nursing and healthcare industry, Bison UK has extended its Consultancy Services to **EMPLOYERS FROM ANY SECTOR** who want Visas, Work Permits and other Home Office requirements for Staff they have employed themselves and for Dependants of those Staff. We recently arranged approximately 100 Extensions to Work Permits at the same time for one of our larger client employers. (We offer special rates for multiple applications, please contact us at the telephone number or email address below.)

For a no obligation, initial discussion about your immigration advice requirements, telephone Bison Consultancy Dept 020 8905 1822 or email ckelly@recruitnurse.com



Another happy client receives her Work Permit and Passport

Bison Staff hand over work permit and passport to a Senior Carer

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Bison Management UK

NMC ACCREDITATION SCHEME

Bison UK can help Employers become accredited with the NMC to offer Adaptation to nurses in the UK. If you are an Employer who would like to offer adaptation, contact **EMPLOYER ADAPTATION DEPARTMENT** on 020 8905 1822 or email ckelly@recruitnurse.com

BISON OFFICES CLOSED FOR HOLIDAYS

Please note that Bison Management offices at 2 Penta Court will be closed for holidays from Mon 20 Dec to Tue 06 Jan 2005.

ABOUT US An international recruiter in the nursing and healthcare industry, Bison Management Corporation (UK) Ltd. is an employment agency which specializes in providing well qualified, experienced and enthusiastic foreign nurses (and other healthcare professionals) to fill nursing jobs, medical jobs, hospital jobs and other care sector jobs in the UK. We assist highly skilled workers, such as doctors, dentists, accountants and IT professionals, with the Home Office requirements under the Highly Skilled Migrant Programme. The company also assists low-skilled workers to enter the UK under the Sector Based Scheme as well as providing Visa & Work Permit Consultancy Services to employers who wish to obtain work permits and visas for staff they wish to employ.



Overseas Consultancy Services
FAST TRACK WORK PERMIT SPECIALISTS

FAST TRACK SERVICES

- Work Permits
- Work Permit Extensions
- Visas, Leave to Remain
- SBS Work Permits
- Highly Skilled Migrant Programme
- Business/Investor Visas

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