



Making it to the

# REGISTERS

A MIGRANT HEALTHCARE WORKERS' STORY

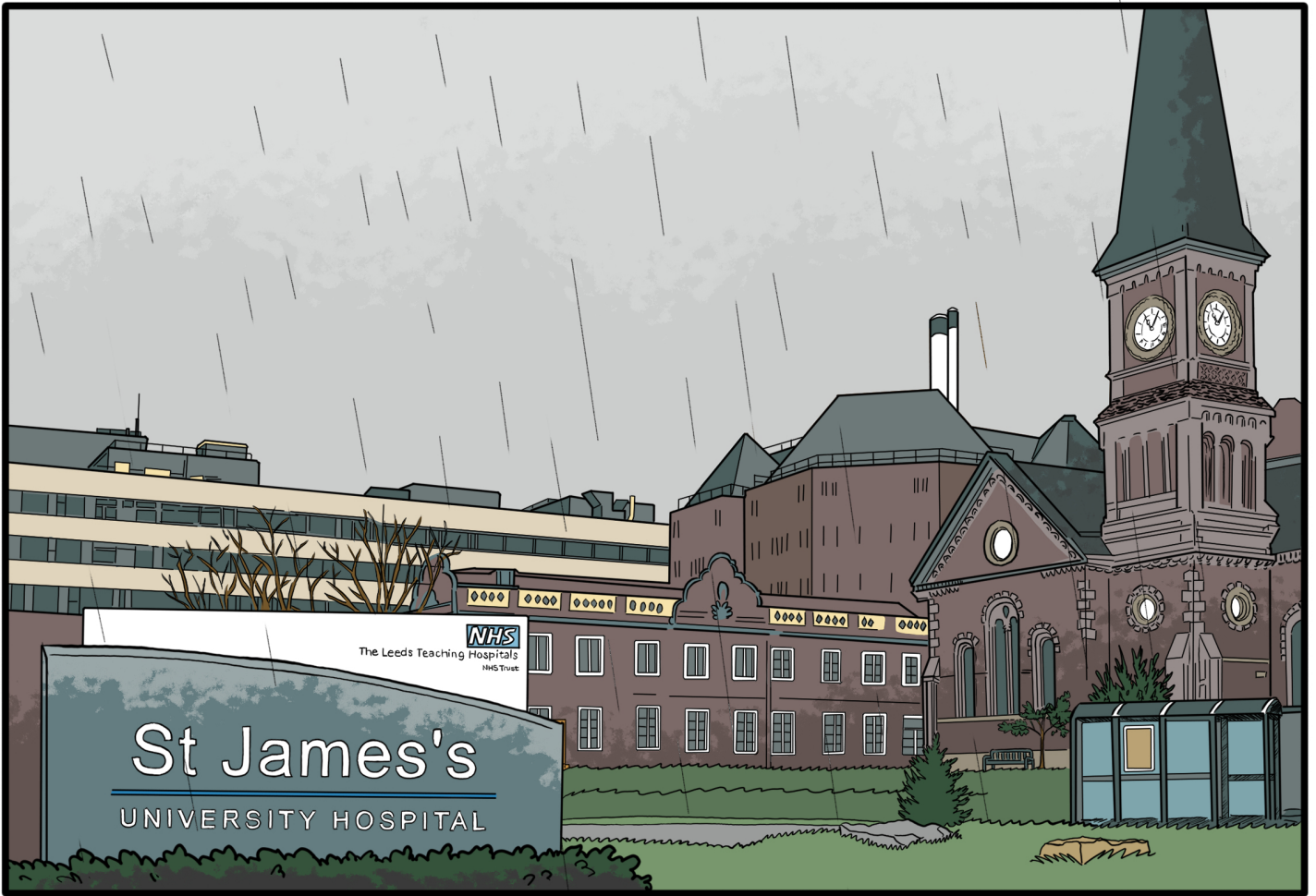
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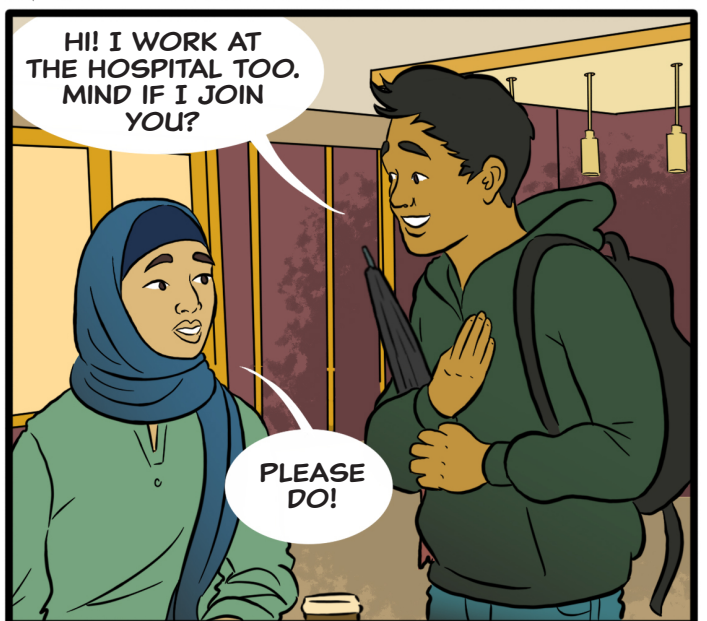
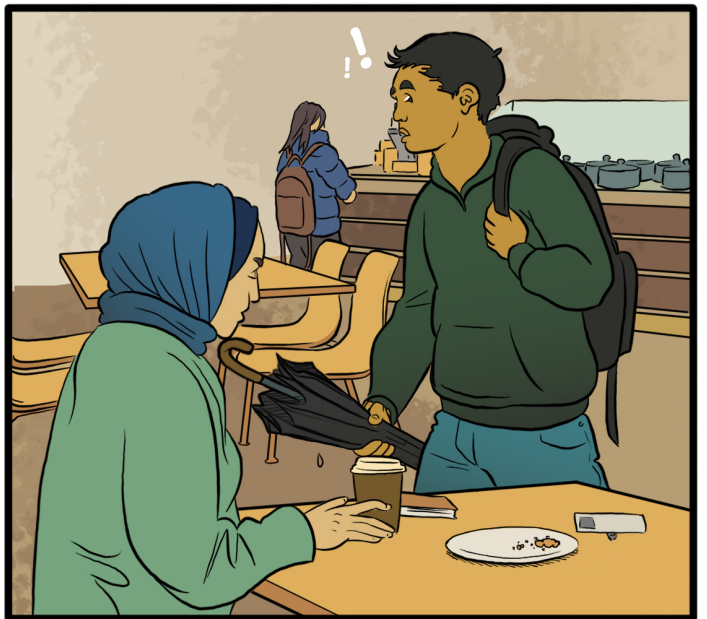
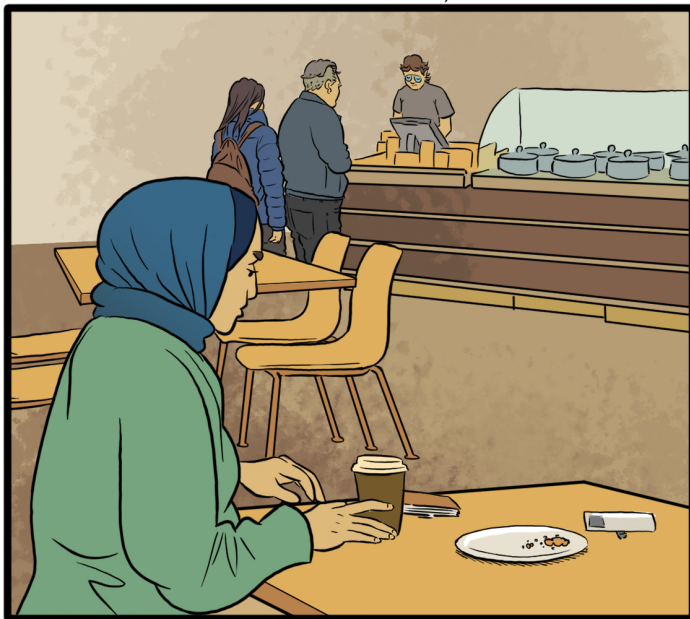
This graphic novel is based on research conducted for the project Making it to the Registers: Documenting Migrant Carers' Experiences of Registration and Fitness to Practise. The British Association of Physicians of Indian Origin and ReSTORE act as project partners. Additional advisors include Sandika Baboolal, Indranil Chakravorty, Sunil Daga, Nelson Tchung Enah, Blerta Ilazi, Asemota Iziegbe, Tsachi Keren-Paz, Emma Matthews, Melissa Nolas, Tabita Tareeq, and Alicia Vedio. The storyboard and dialogue are by Hugh Goldring and artwork is by nicole marie burton.

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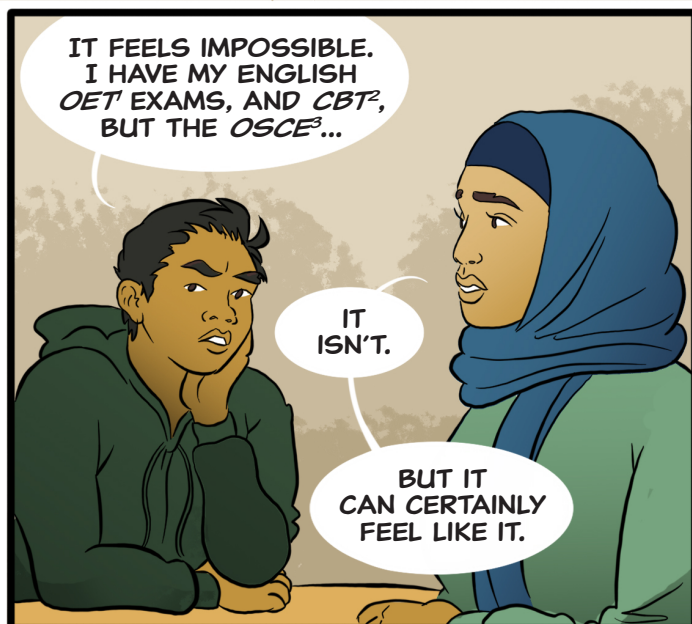
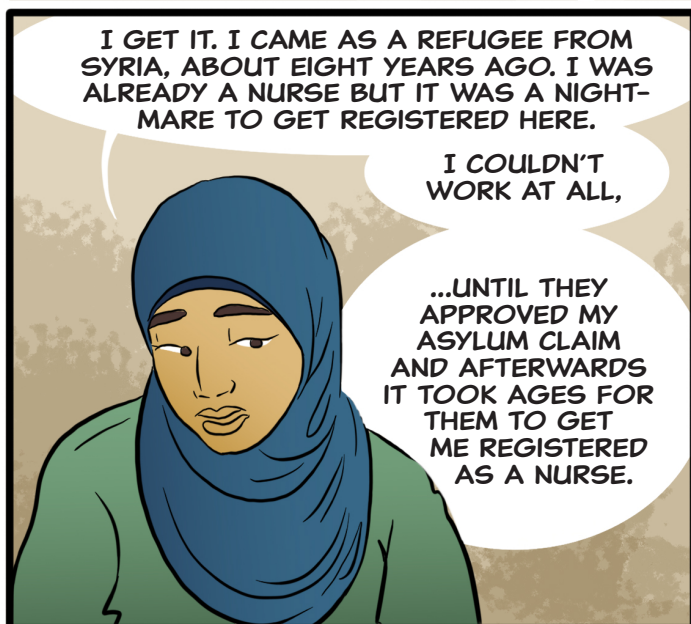












- 1 - OCCUPATIONAL ENGLISH TEST  
2 - COMPUTER-BASED TEST  
3 - OBJECTIVE STRUCTURED CLINICAL EXAMINATION





ELSEWHERE...



FINALLY.  
IT'S BEEN RAINING  
FOR WEEKS.

YES, AND  
NOW EVERYTHING  
IS GREEN AND  
LOVELY.



YOU'RE RIGHT.  
EVERYTHING IS  
SO ALIVE.

THE  
COUNTRYSIDE IS  
SPECTACULAR.

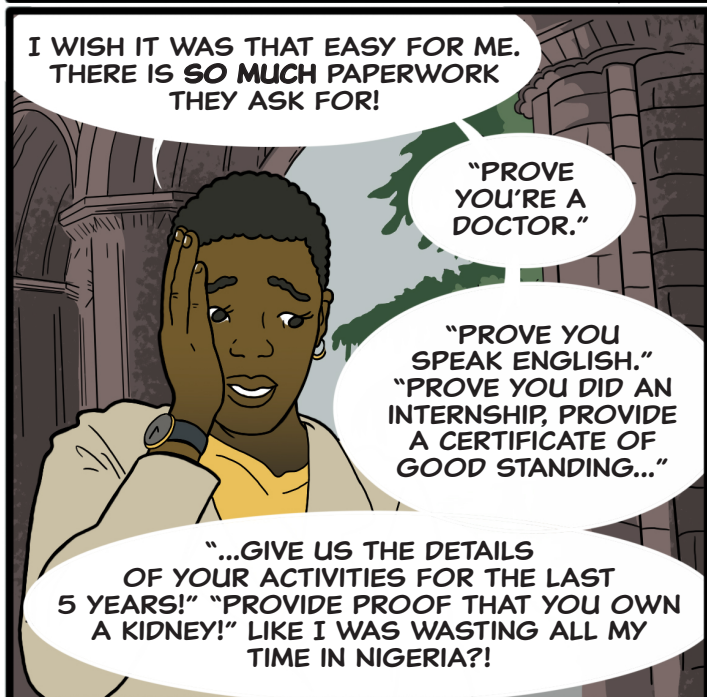


I'D HEARD  
SOME NASTY TALK  
ABOUT BRITAIN...

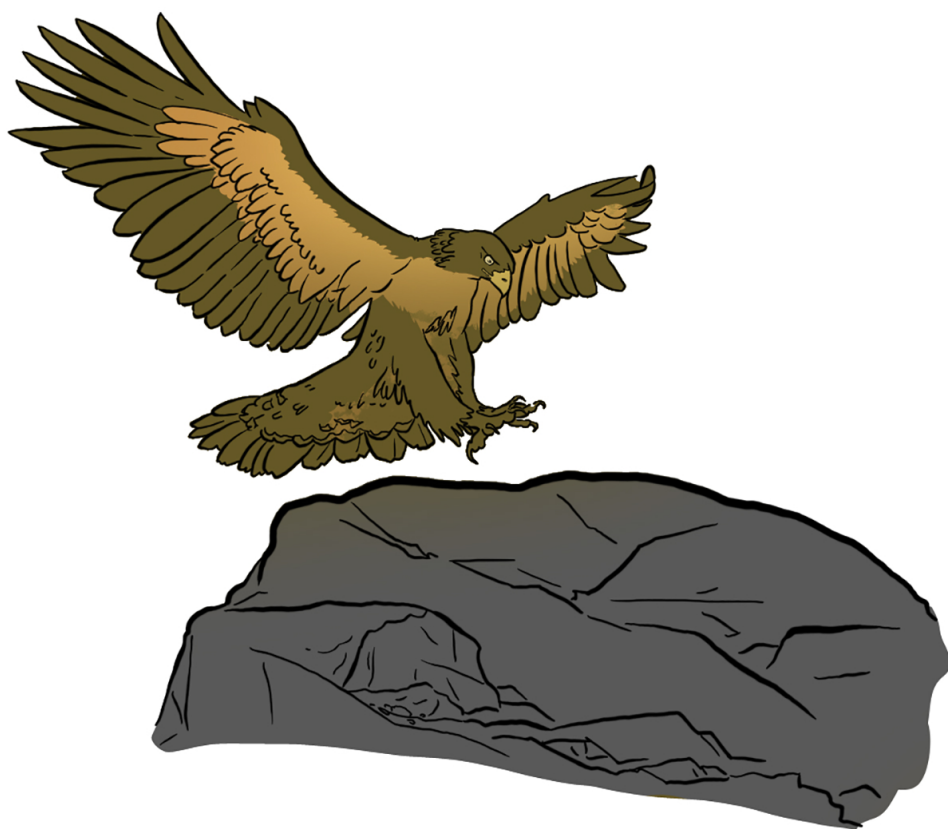
BUT THE  
DALES ARE  
ENCHANTING!

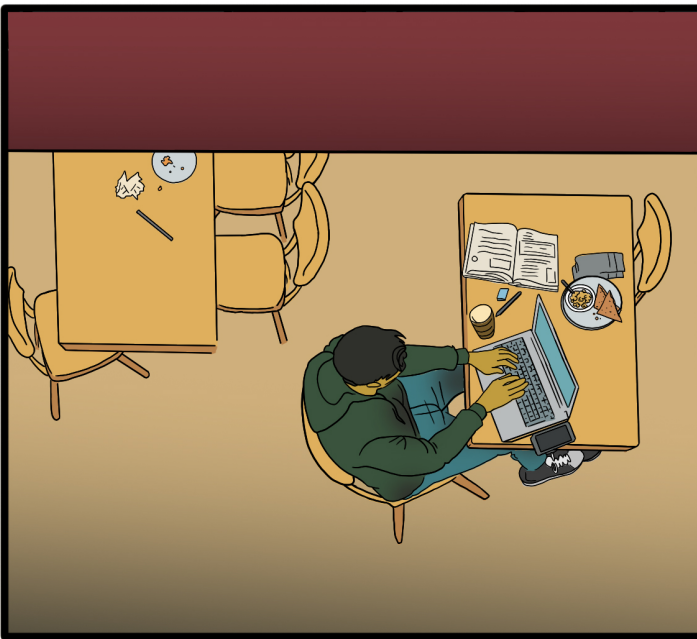












The Nursing and Midwifery Council (NMC) currently offers a test of competence for internationally registered nurses...



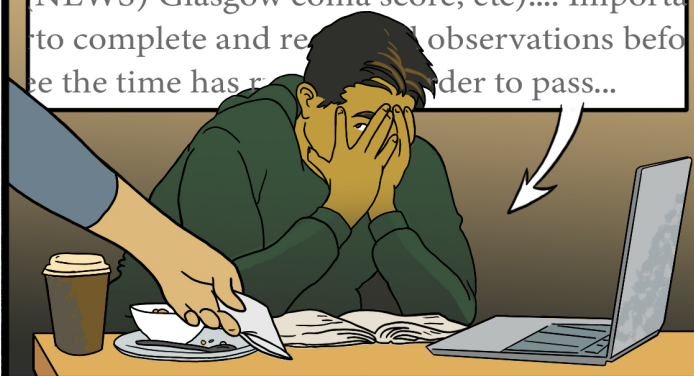
The test of competence assesses candidates against the current UK pre-registration standards. Nursing in the UK is made up of separate and distinct fields of practice, each requiring three years of preregistration undergraduate education.

The test of competence is specific to a field of nursing practice, and it consists of two parts. Part 1 is a computer-based test (CBT), made up of a numeracy test and a clinical test, which can be undertaken globally. Part 2 is the objective structured clinical examination (OSCE), which must be undertaken in the UK in one of the NMC-approved test centres.



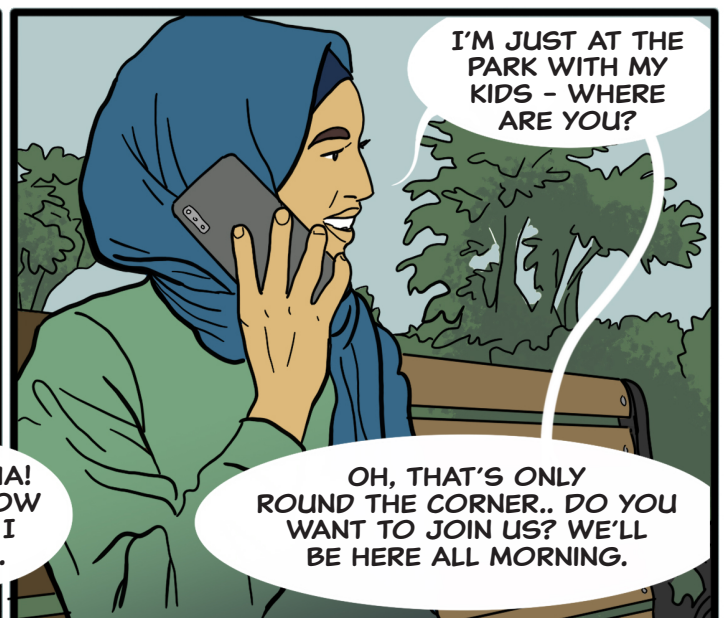
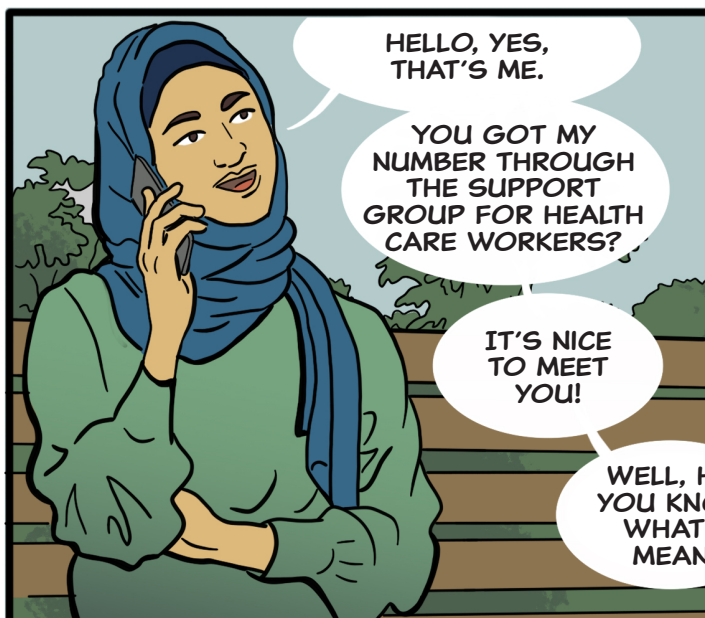
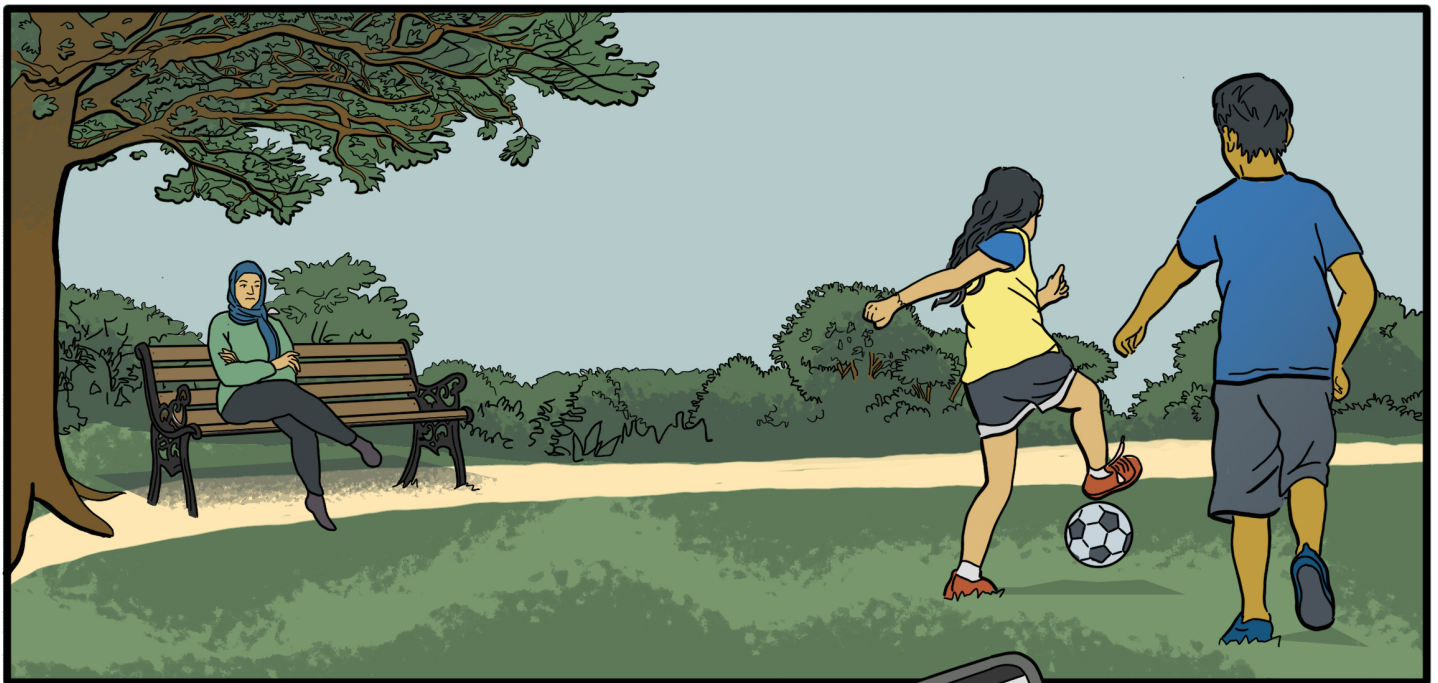
...read any forms provided. This can provide you with a structure and a systematic approach. Before completing the assessment station, take observations of patient and record them on a observation chart (national early warning score (NEWS) Glasgow coma score, etc).... Important to complete and record observations before the time has run out in order to pass...

...consider activities of daily living within this station, as this information will help you with the ongoing stations. For all fields except for learning disability and mental health, you will be asked to carry out an holistic assessment, including an airways, breathing, circulation, disability and exposure (A-B-C-D-E) assessment. You will be able to document notes during your patient's assessment. These notes will not be marked.

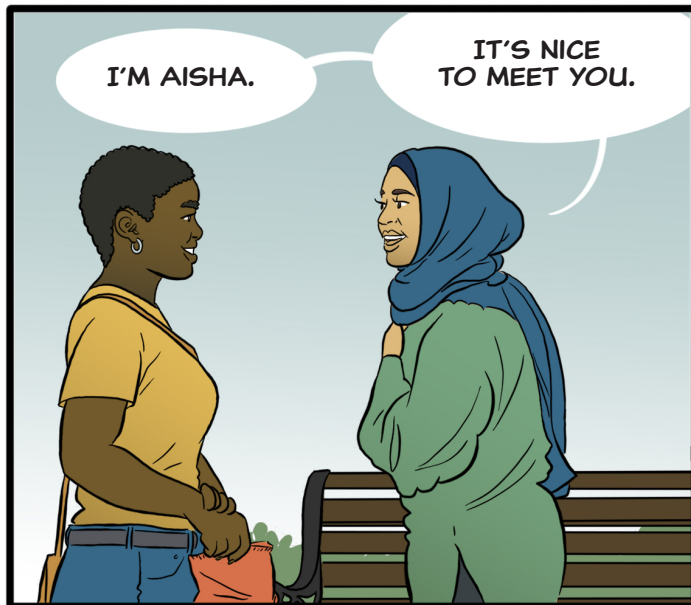


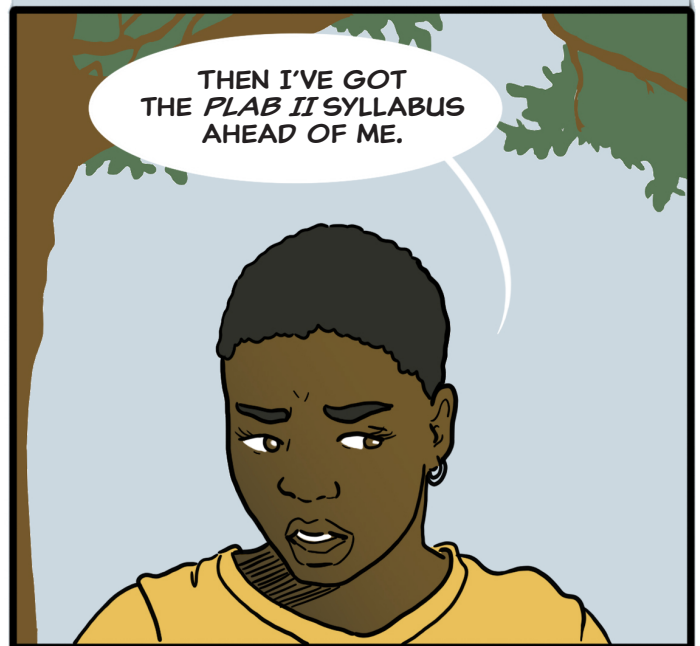
...GUESS IT'S STUDYING AT HOME FROM NOW ON!





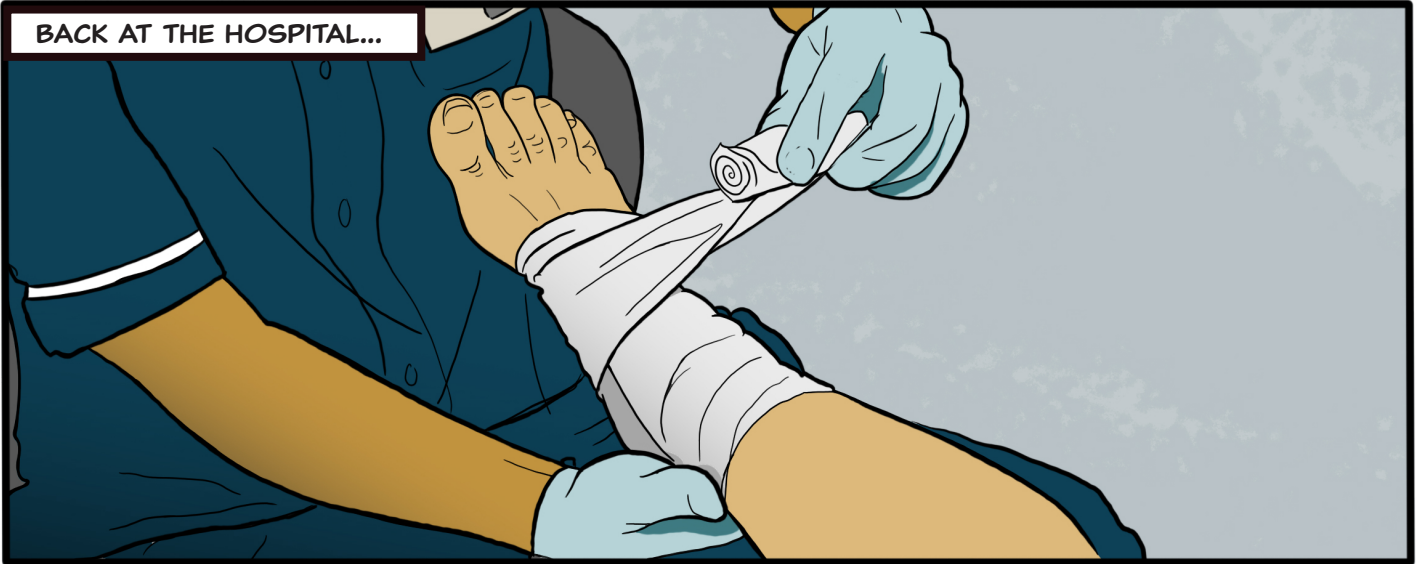






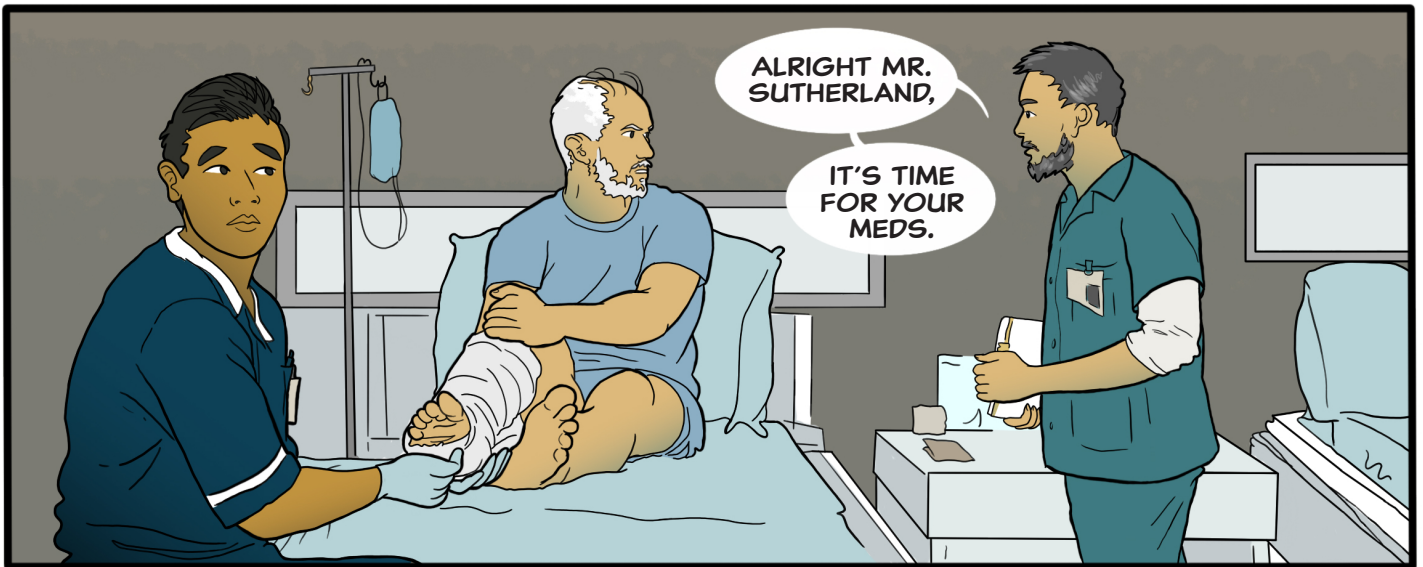


BACK AT THE HOSPITAL...

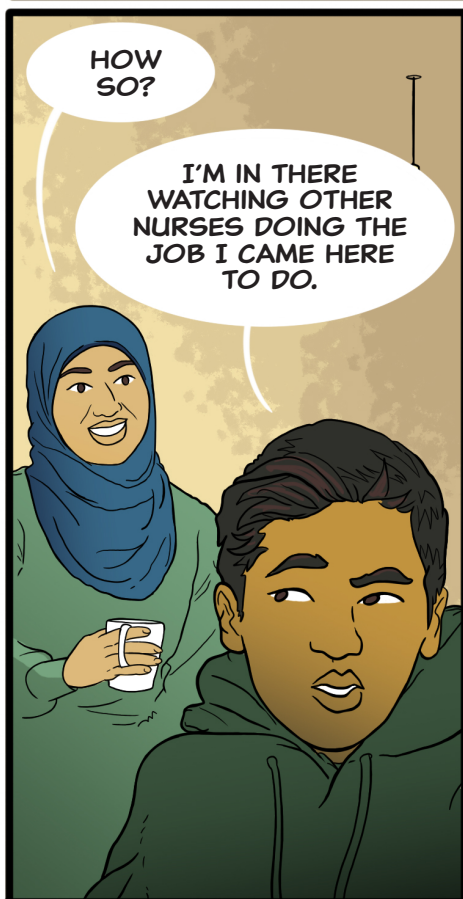
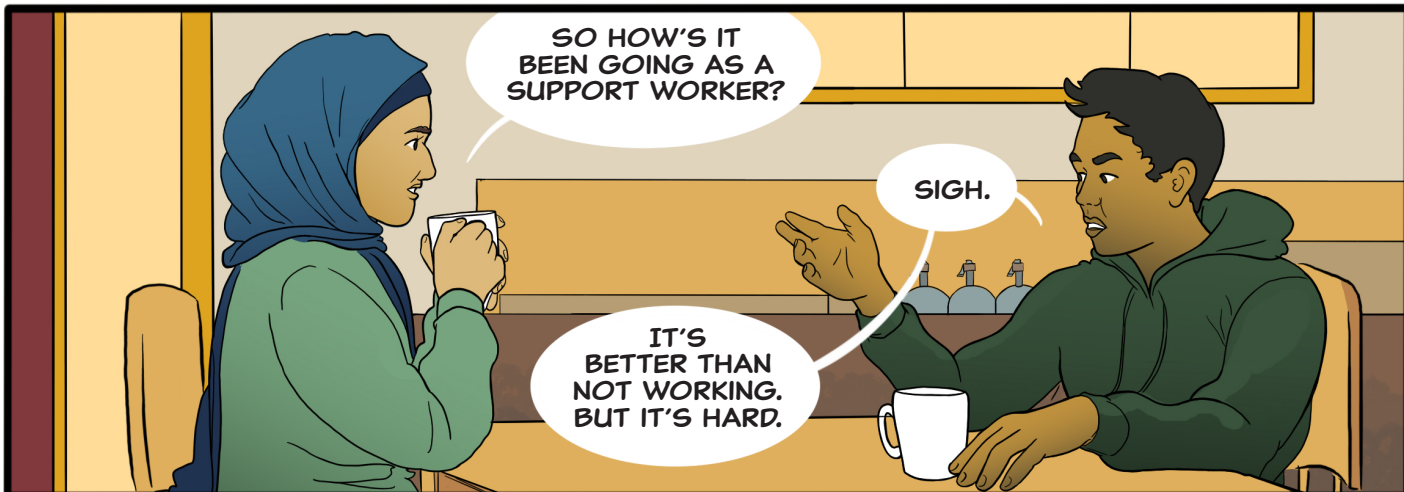
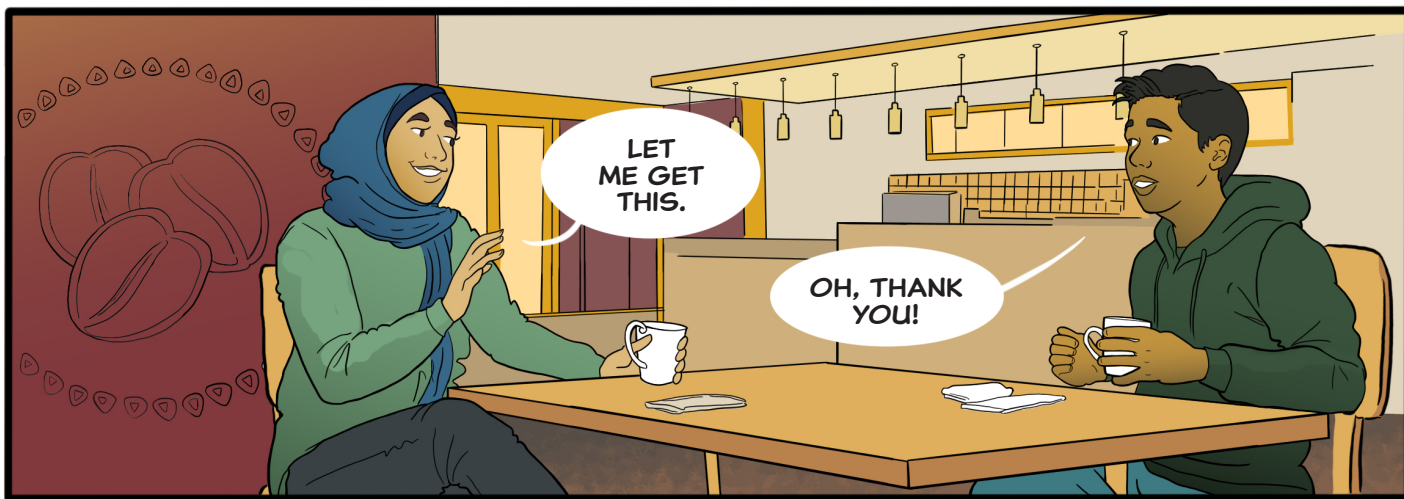


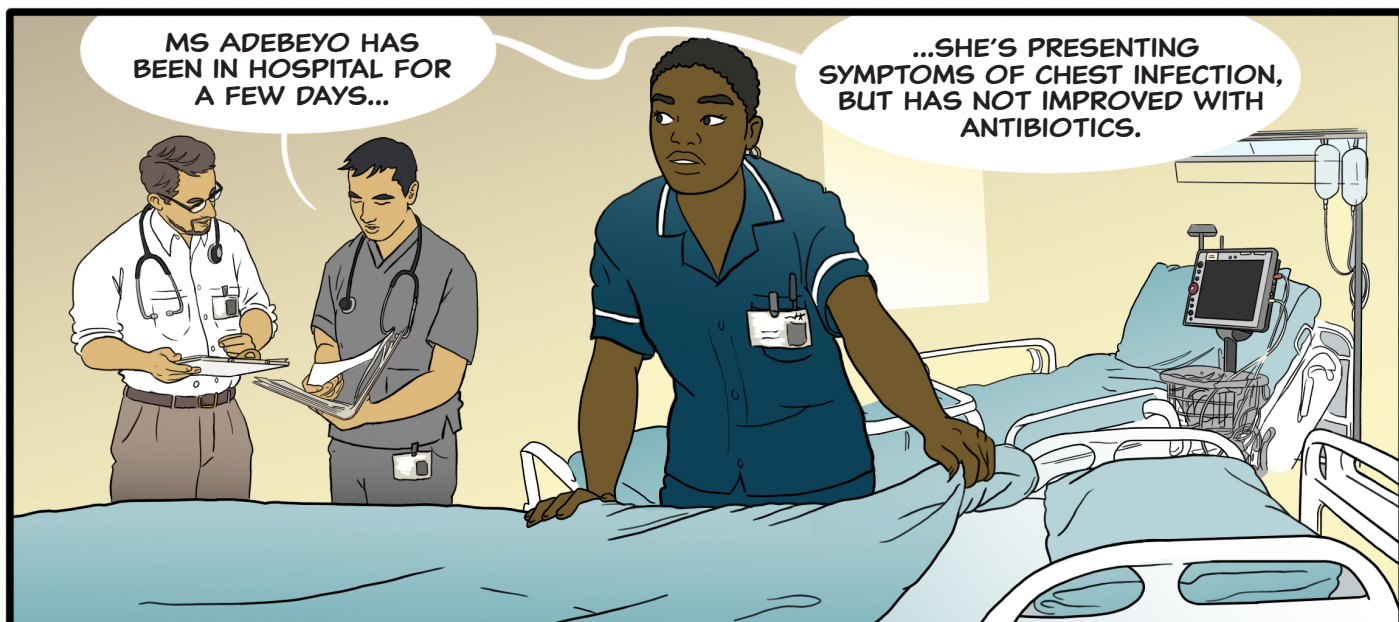
ALRIGHT MR. SUTHERLAND,

IT'S TIME FOR YOUR MEDS.



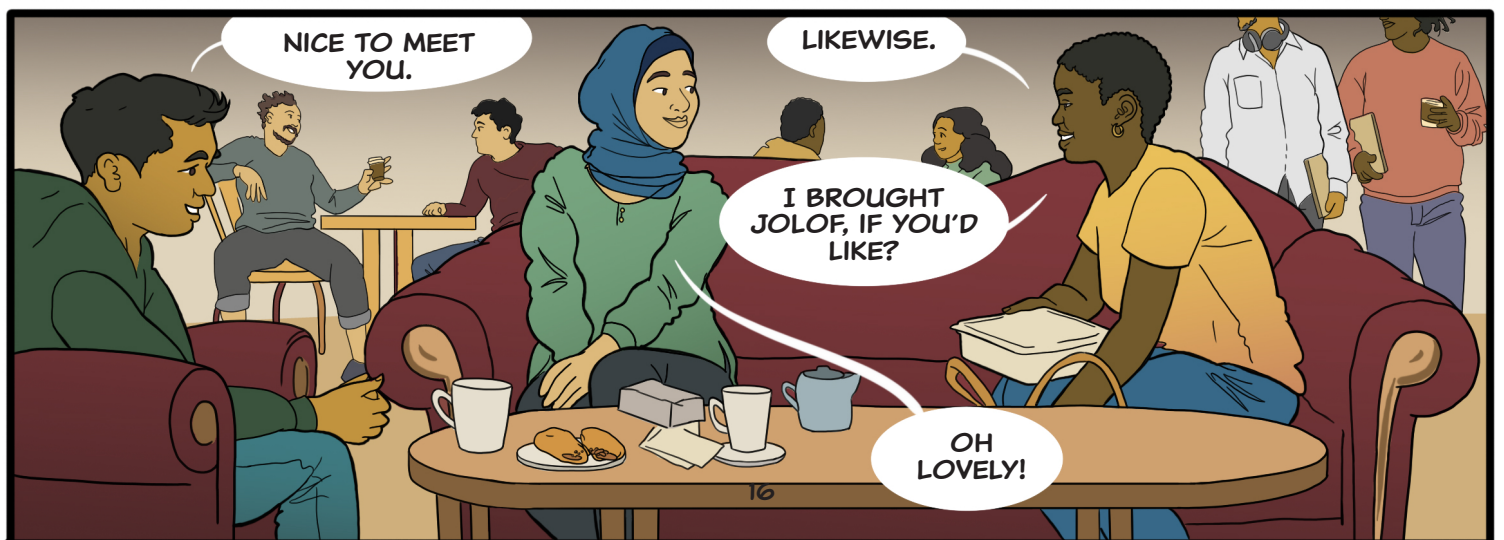
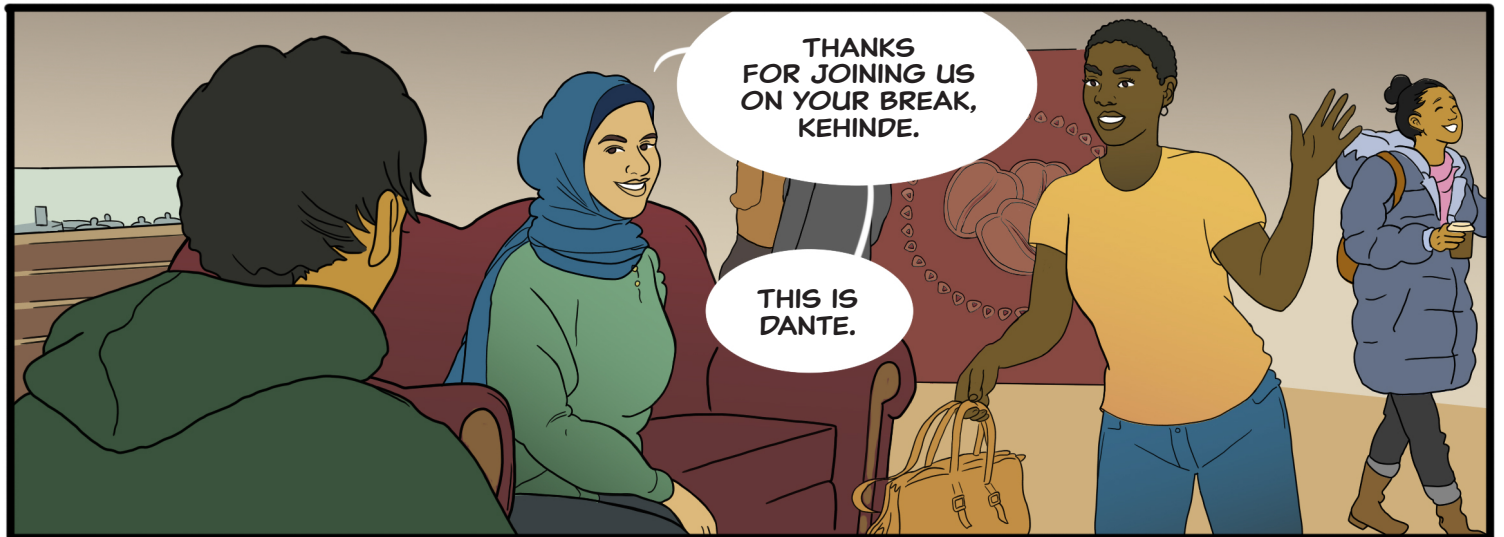
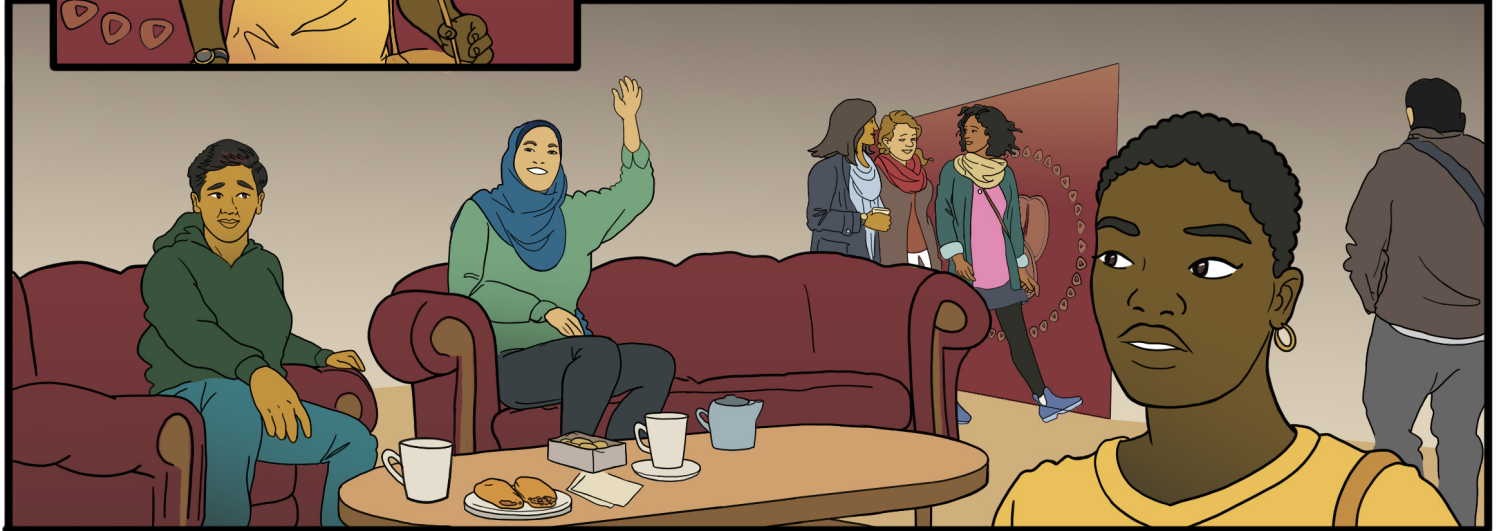




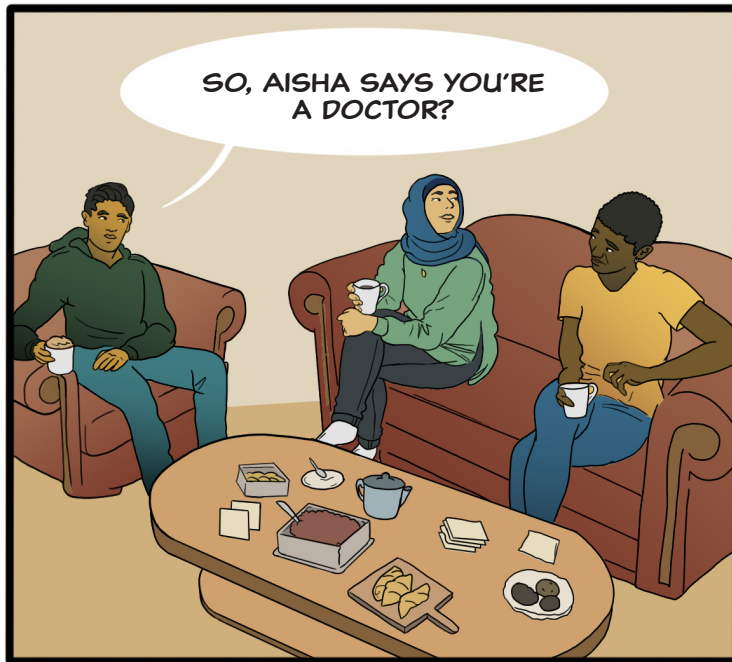




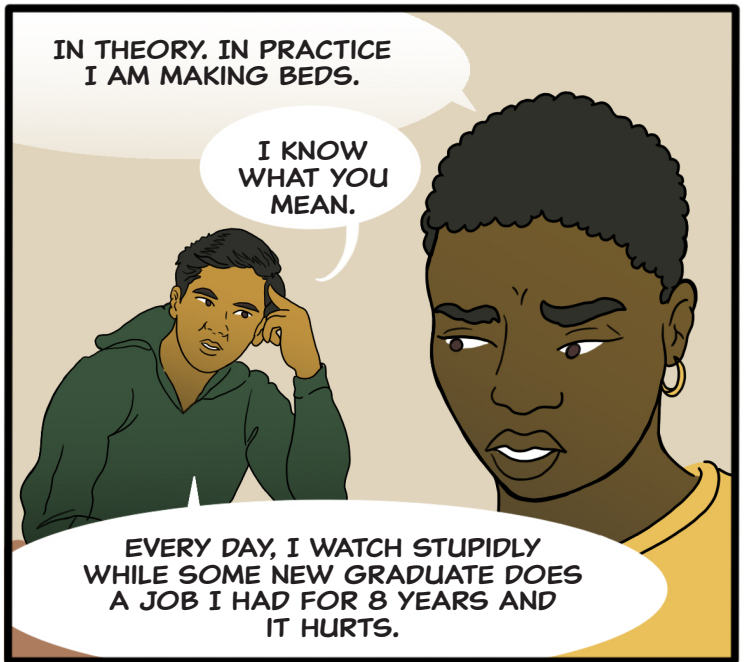








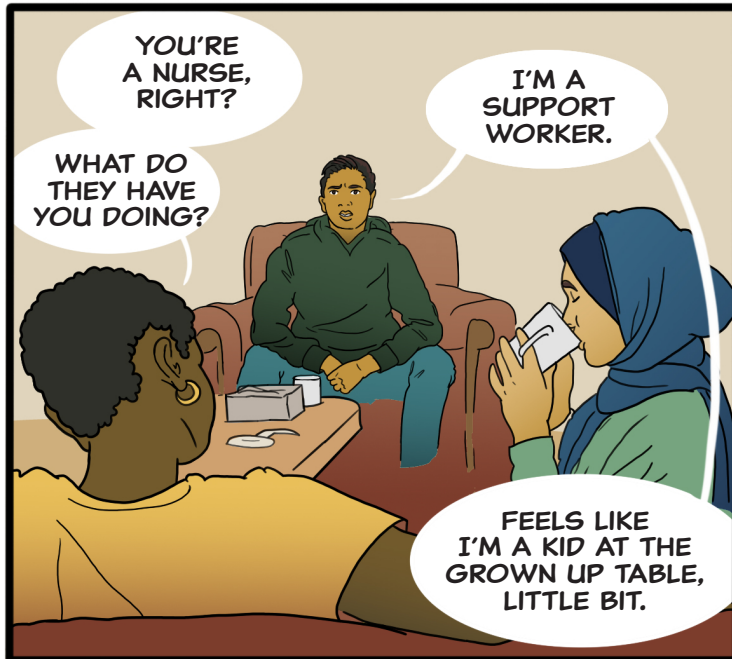
SO, AISHA SAYS YOU'RE A DOCTOR?



IN THEORY. IN PRACTICE I AM MAKING BEDS.

I KNOW WHAT YOU MEAN.

EVERY DAY, I WATCH STUPIDLY WHILE SOME NEW GRADUATE DOES A JOB I HAD FOR 8 YEARS AND IT HURTS.

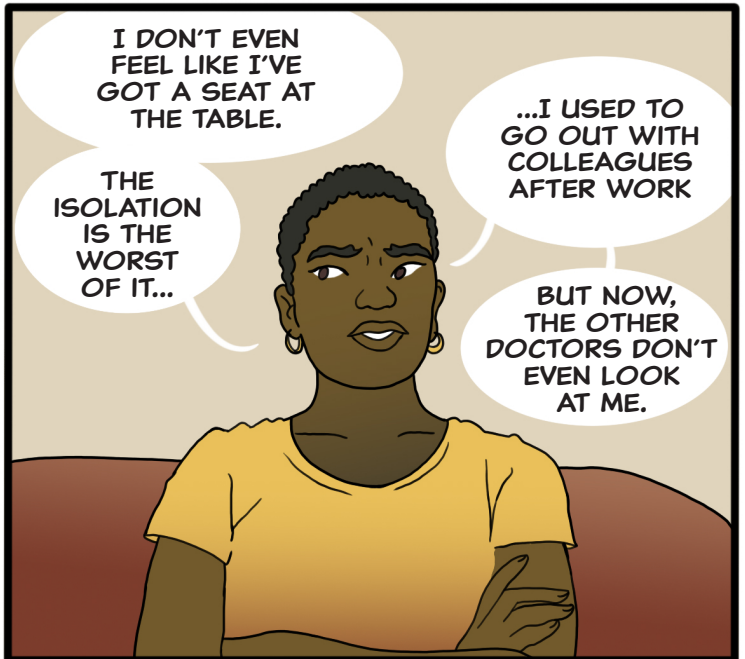


YOU'RE A NURSE, RIGHT?

WHAT DO THEY HAVE YOU DOING?

I'M A SUPPORT WORKER.

FEELS LIKE I'M A KID AT THE GROWN UP TABLE, LITTLE BIT.



I DON'T EVEN FEEL LIKE I'VE GOT A SEAT AT THE TABLE.

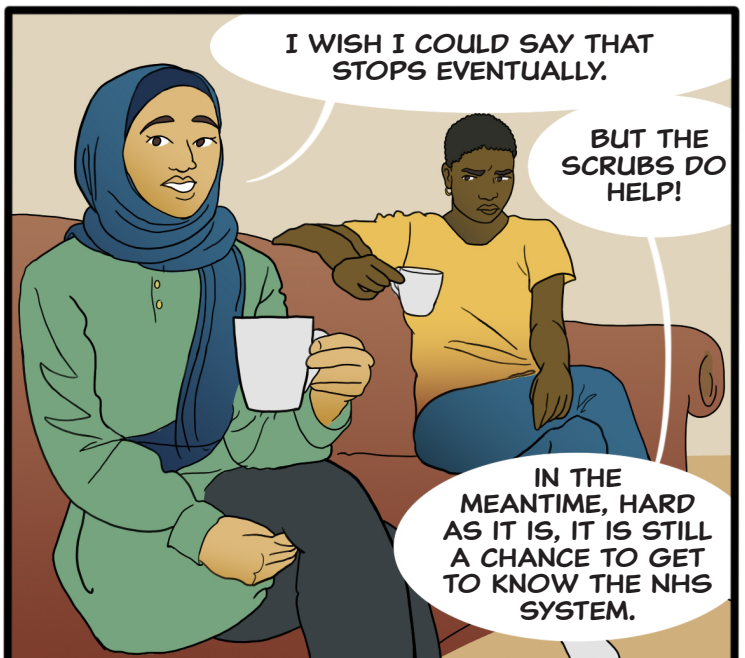
THE ISOLATION IS THE WORST OF IT...

...I USED TO GO OUT WITH COLLEAGUES AFTER WORK

BUT NOW, THE OTHER DOCTORS DON'T EVEN LOOK AT ME.



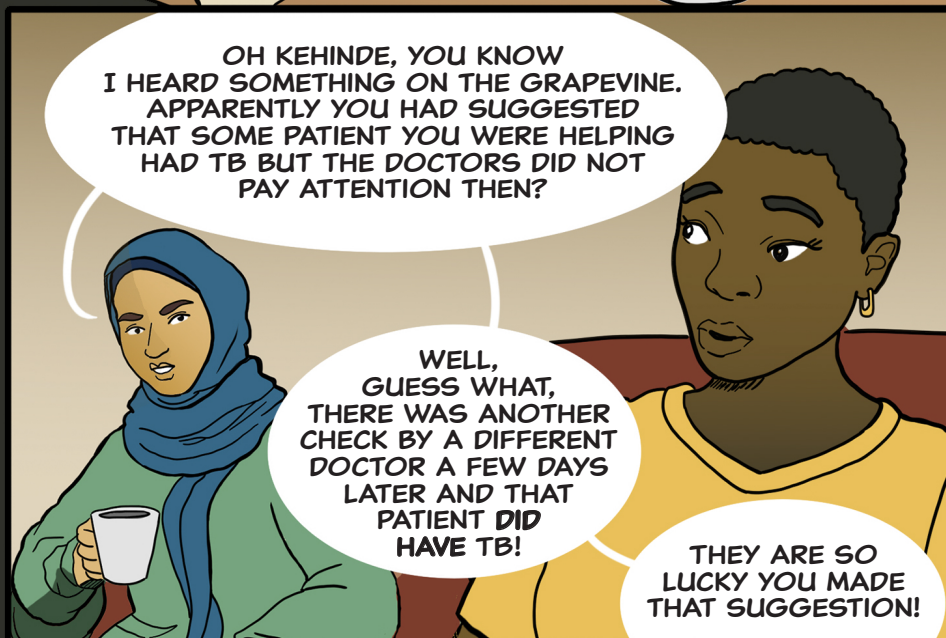
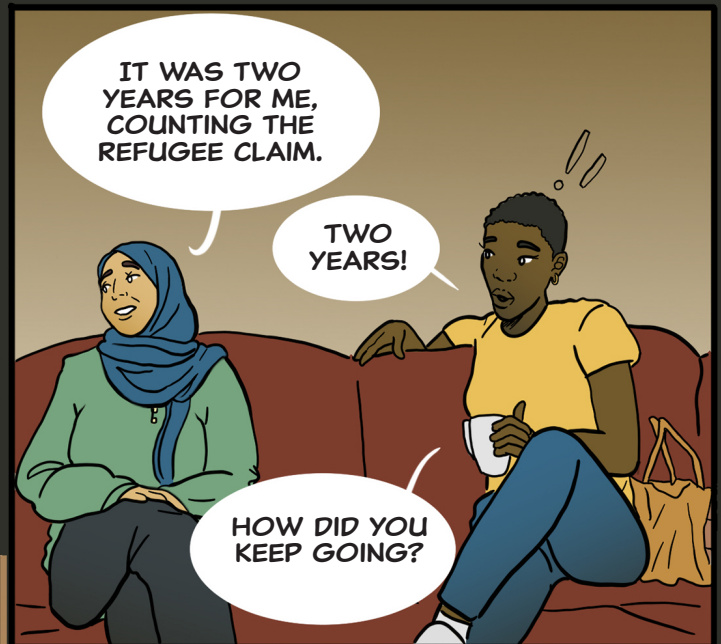
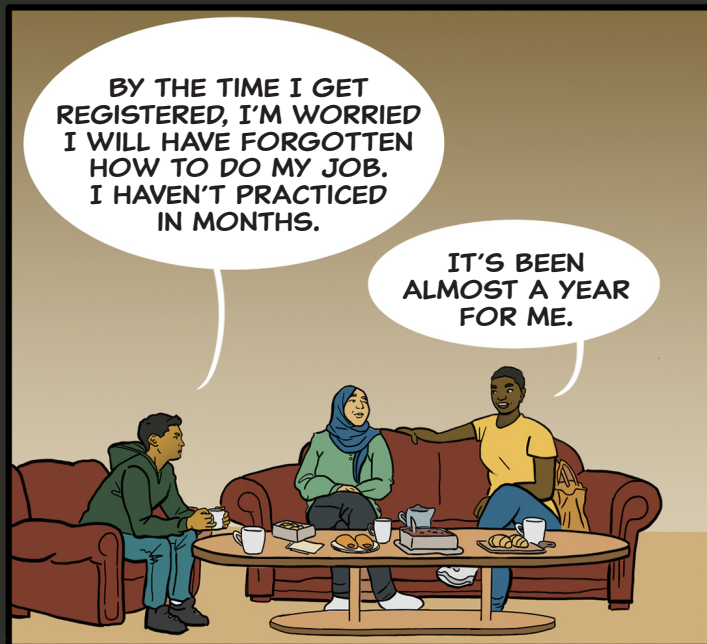
I'VE BEEN MISTAKEN FOR A CLEANER MORE THAN ONCE.



I WISH I COULD SAY THAT STOPS EVENTUALLY.

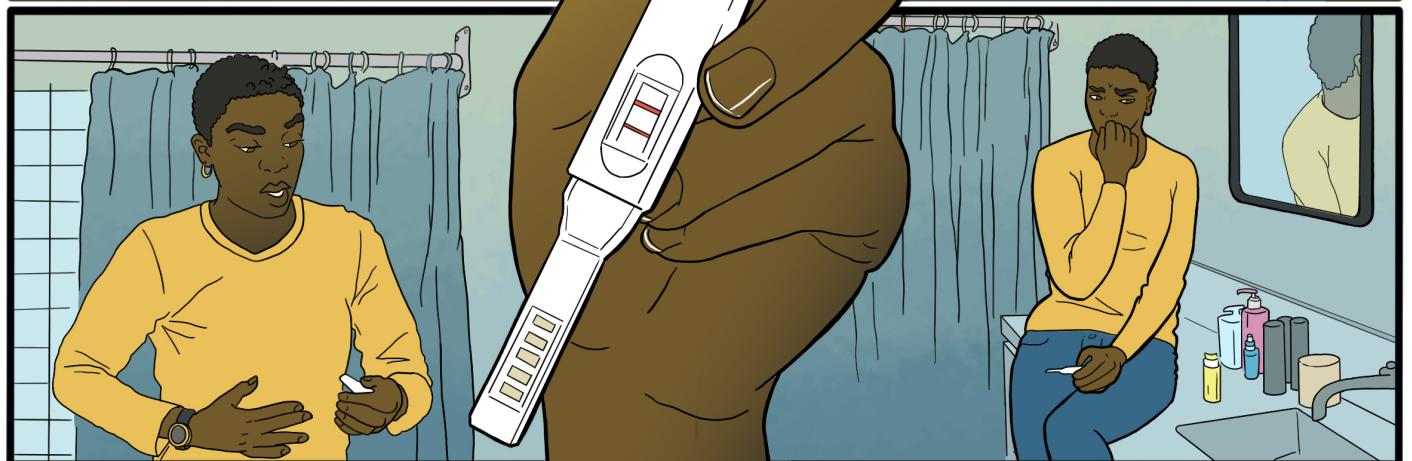
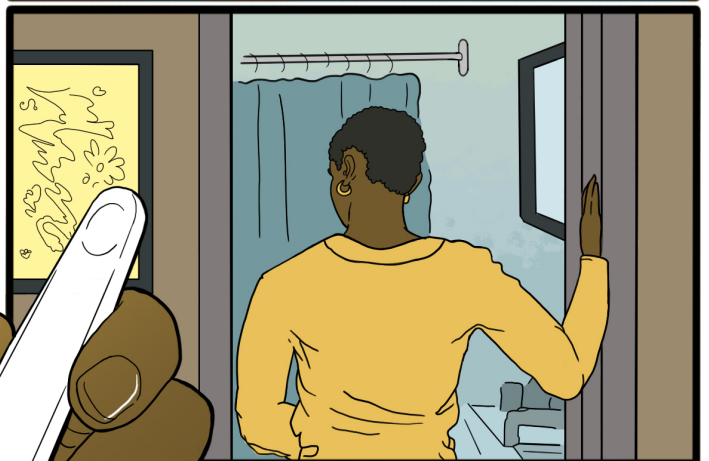
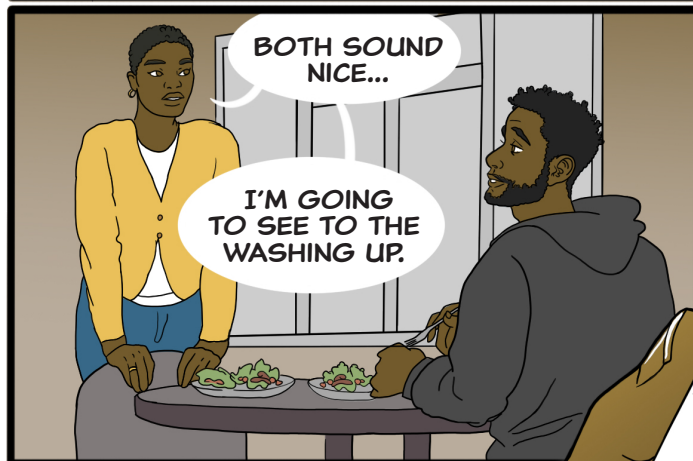
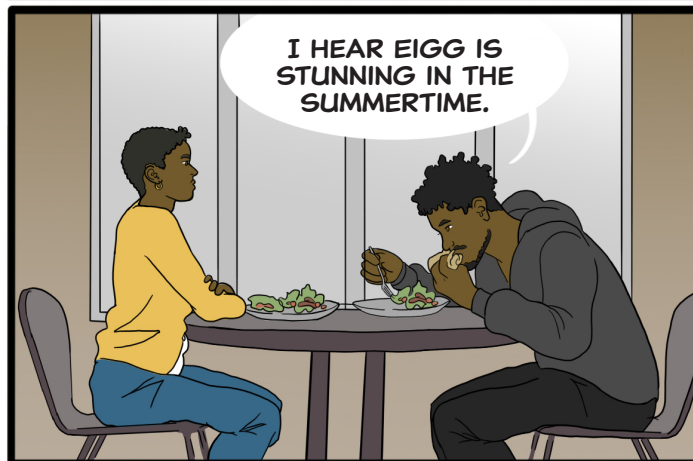
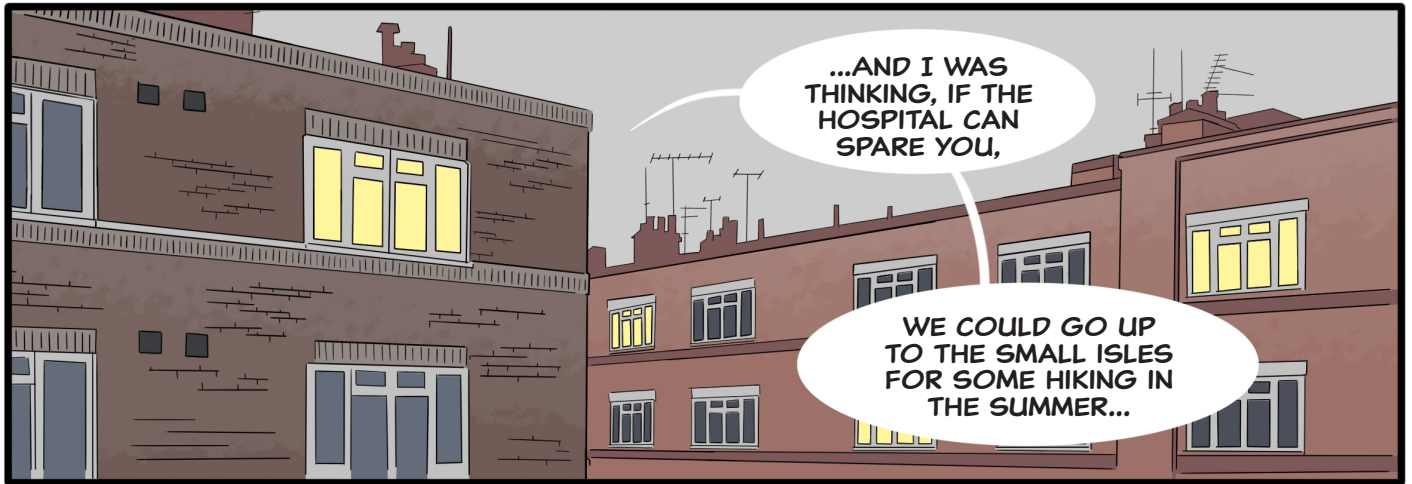
BUT THE SCRUBS DO HELP!

IN THE MEANTIME, HARD AS IT IS, IT IS STILL A CHANCE TO GET TO KNOW THE NHS SYSTEM.











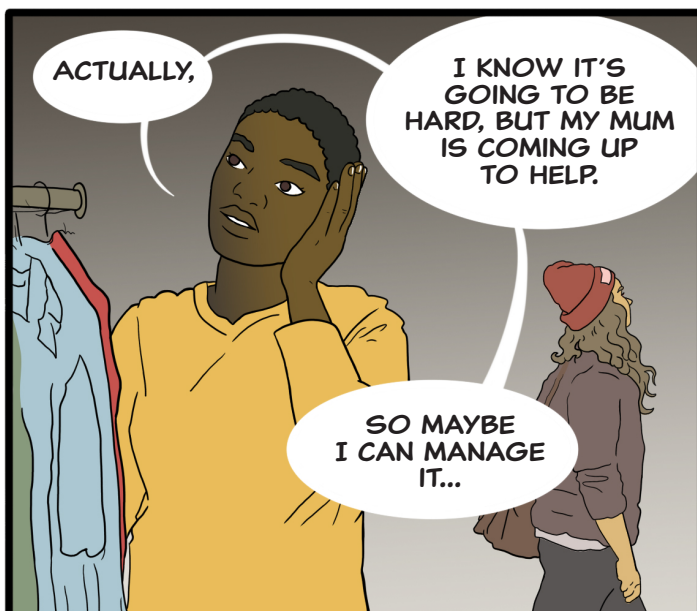
A FEW MONTHS LATER...

I HOPE YOU  
DON'T MIND IF WE DO  
A LITTLE MATERNITY  
SHOPPING FOR KEHINDE  
WHILE WE'RE HERE?

HEY, I'VE GOT MY  
LATTE, I'M HAPPY!

I DON'T KNOW  
IF I'LL EVER GET  
OVER THIS!









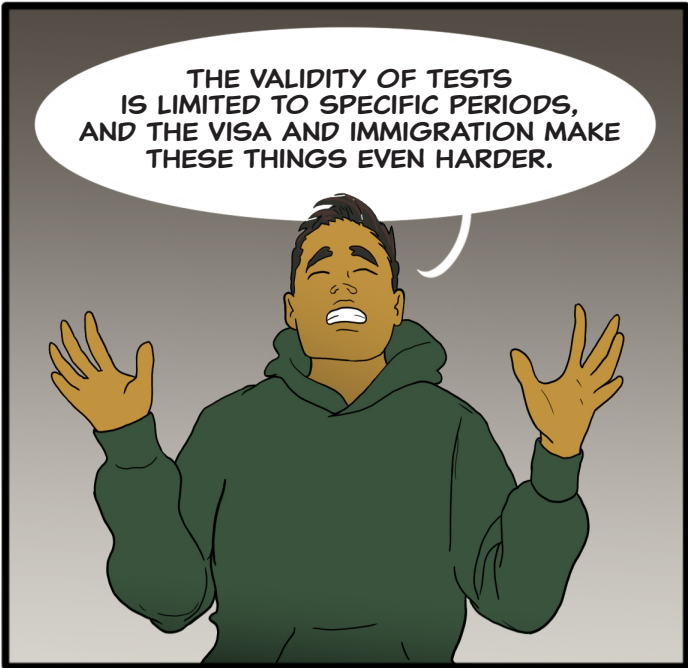
IF I DON'T DO IT SOON,  
MY VISA WILL EXPIRE!



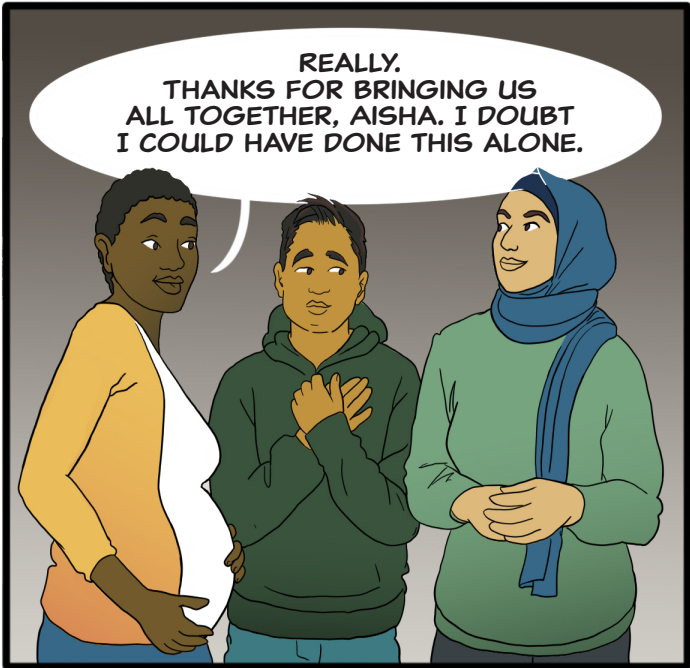
YEAH, TIME PRESSURES TO COMPLETE REGISTRATION  
ARE SO STRESSFUL. THE DIFFERENT STEPS DON'T  
TAKE VISA TIMELINE INTO CONSIDERATION.

IF I'M UNABLE  
TO COMPLETE THE  
NEXT STEP BEFORE  
THE EXPIRATION, I RISK  
HAVING TO RETAKE  
THE TESTS.

AND NOW WITH THE  
PREGNANCY THE CLOCK DOES NOT  
STOP, REGISTRATION TIME DOES  
NOT PROVIDE MATERNITY LEAVE.



THE VALIDITY OF TESTS  
IS LIMITED TO SPECIFIC PERIODS,  
AND THE VISA AND IMMIGRATION MAKE  
THESE THINGS EVEN HARDER.



REALLY.  
THANKS FOR BRINGING US  
ALL TOGETHER, AISHA. I DOUBT  
I COULD HAVE DONE THIS ALONE.



NO ONE SHOULD  
HAVE TO DO THIS  
ALONE.

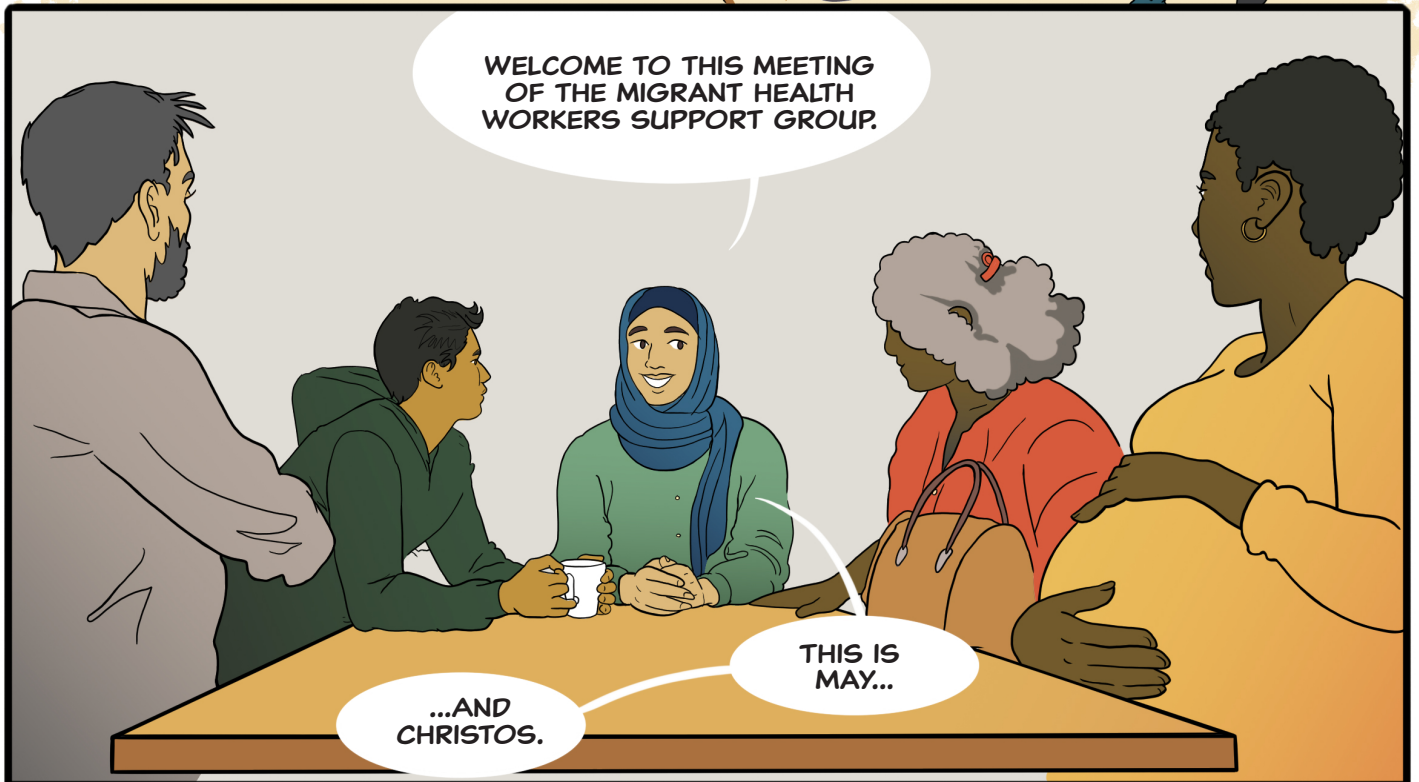
I HAVE BEEN  
THROUGH THIS JOURNEY  
MYSELF, I KNOW HOW HARD  
IT IS, I WILL BE HERE  
TO SUPPORT YOU!







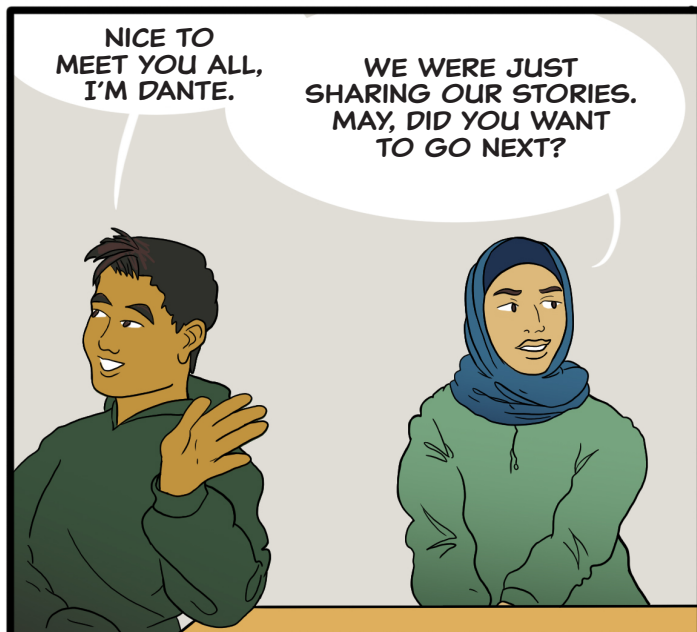
DANTE,  
HI!



WELCOME TO THIS MEETING  
OF THE MIGRANT HEALTH  
WORKERS SUPPORT GROUP.

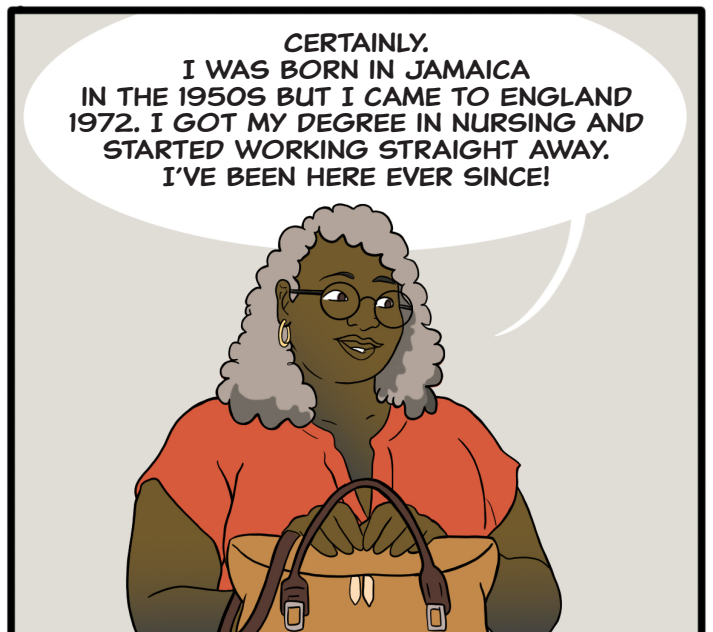
THIS IS  
MAY...

...AND  
CHRISTOS.

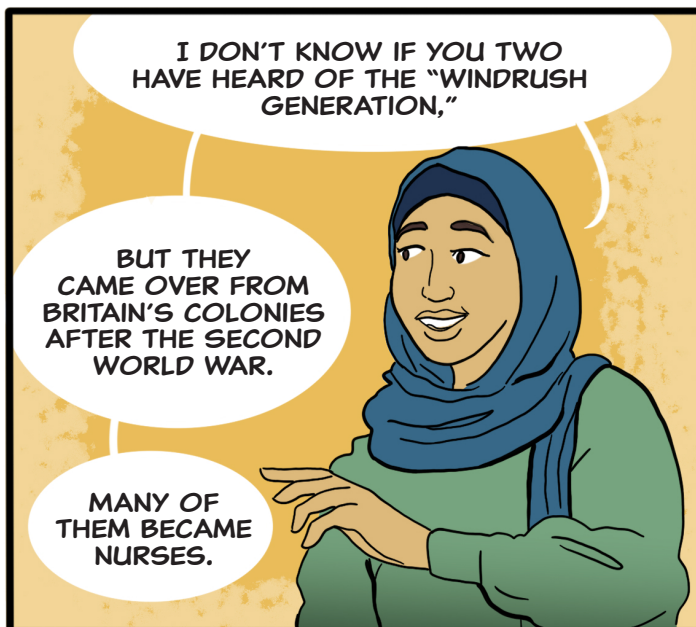


NICE TO  
MEET YOU ALL,  
I'M DANTE.

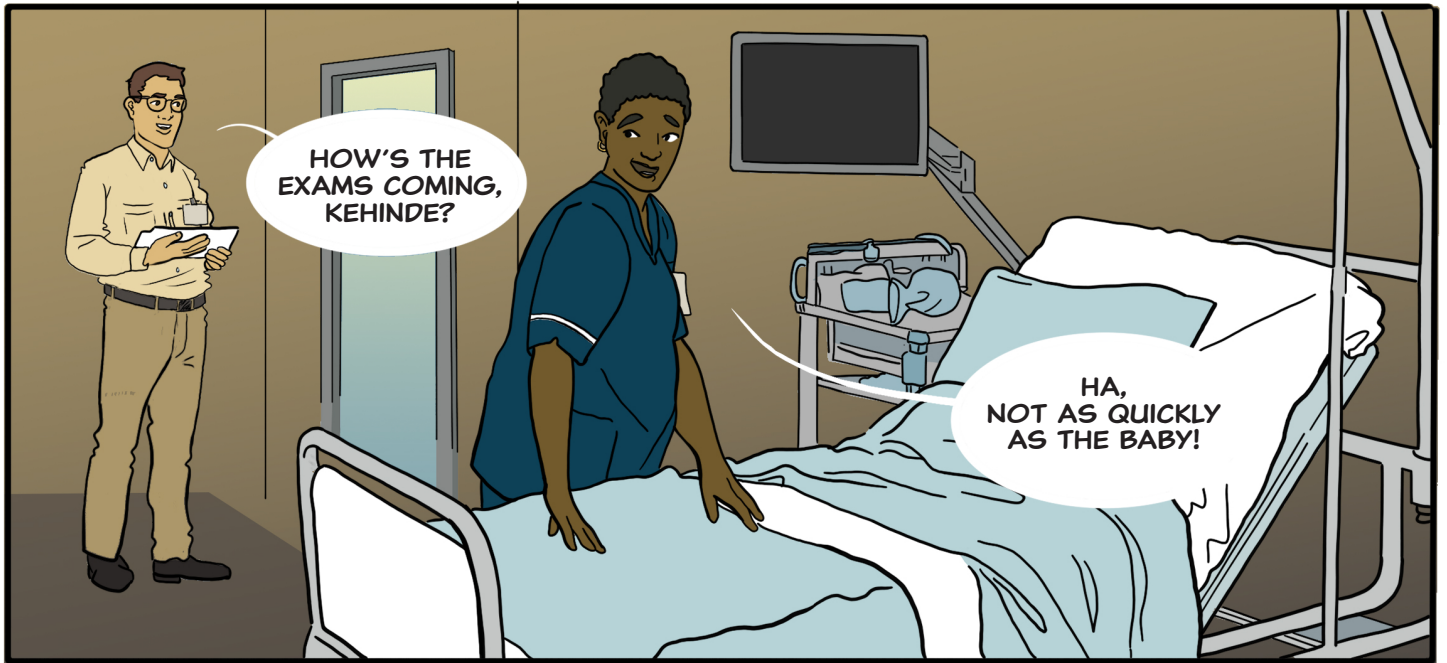
WE WERE JUST  
SHARING OUR STORIES.  
MAY, DID YOU WANT  
TO GO NEXT?

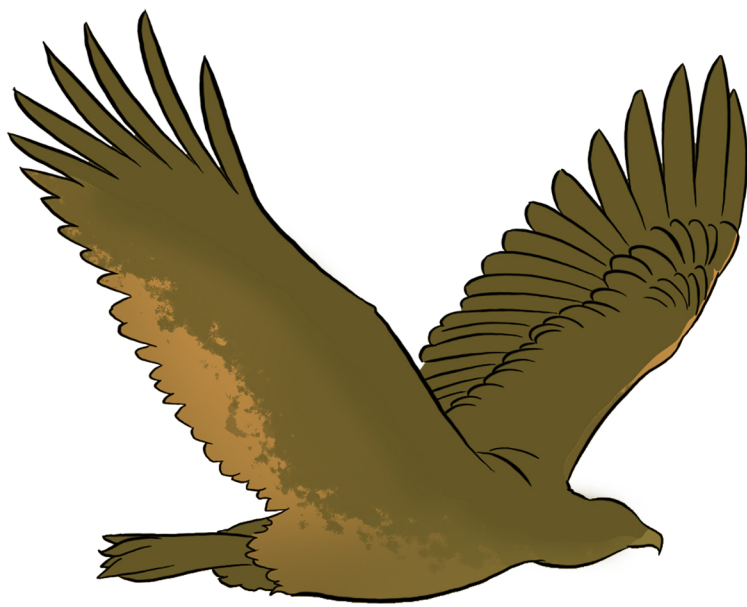


CERTAINLY.  
I WAS BORN IN JAMAICA  
IN THE 1950S BUT I CAME TO ENGLAND  
1972. I GOT MY DEGREE IN NURSING AND  
STARTED WORKING STRAIGHT AWAY.  
I'VE BEEN HERE EVER SINCE!

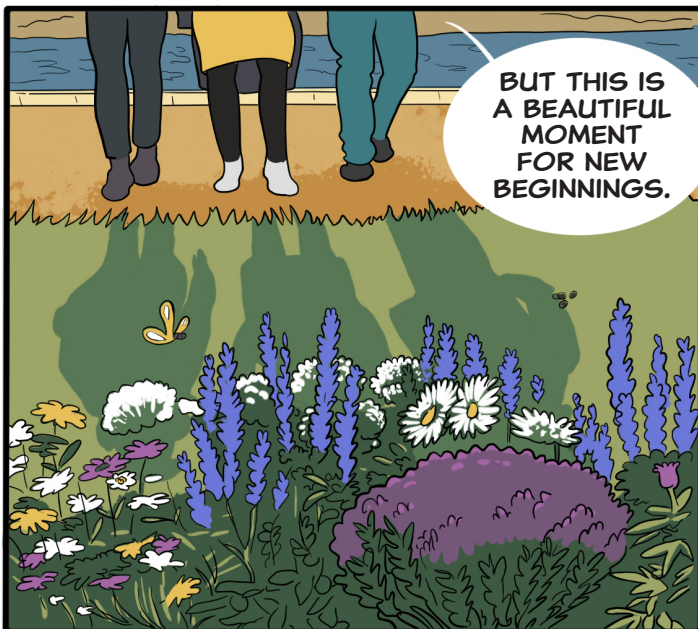
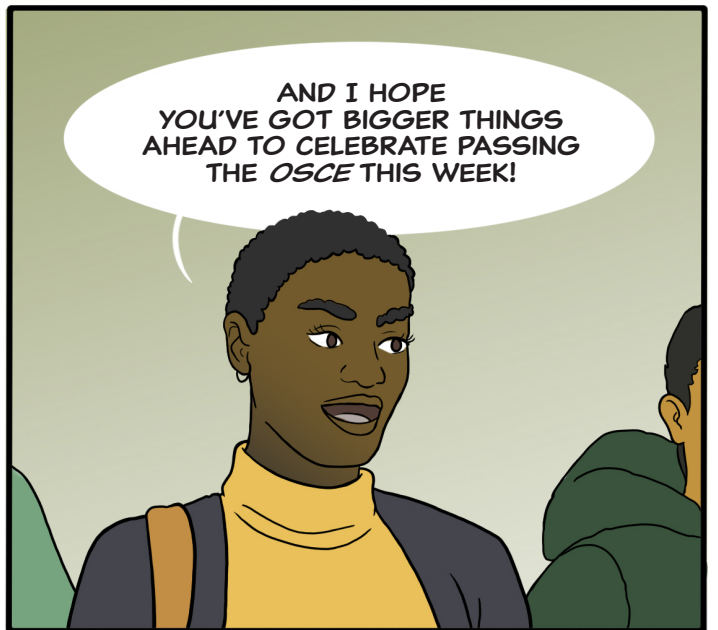


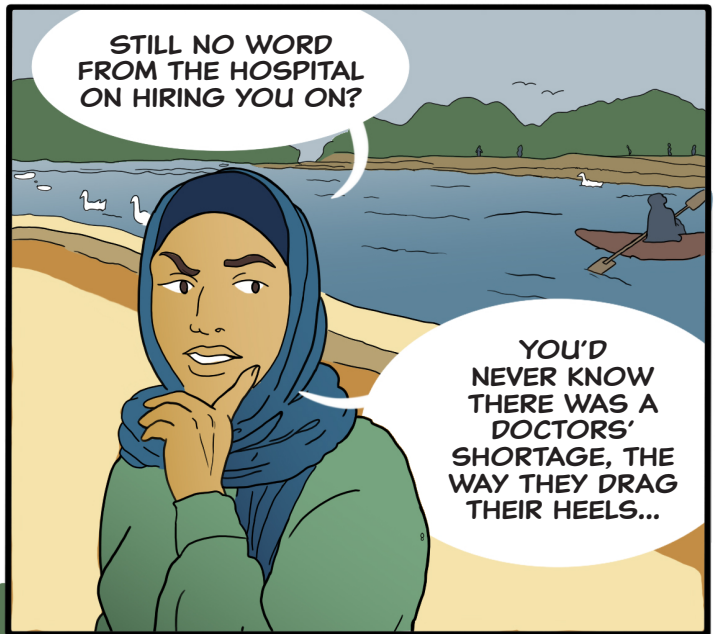
















A DAY LATER, IN THE POST-NATAL WARD...

AND WHEN HER  
JOB COMES THROUGH,  
YOU'RE GOING TO TAKE  
YOUR PARENTAL LEAVE,  
OF COURSE?

OF  
COURSE- I  
CAN'T WAIT!

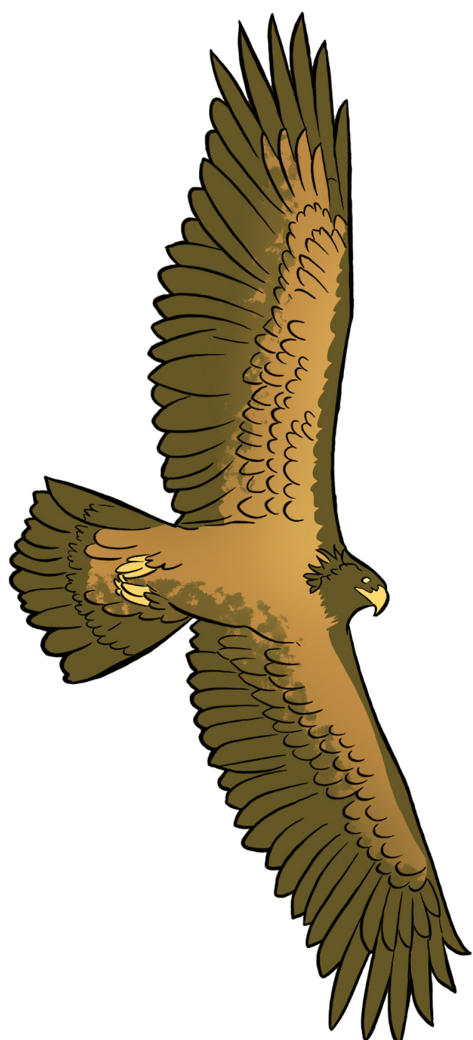
CONGRATULATIONS,  
KEHINDE!!!

IT'S  
BEEN QUITE  
A YEAR!

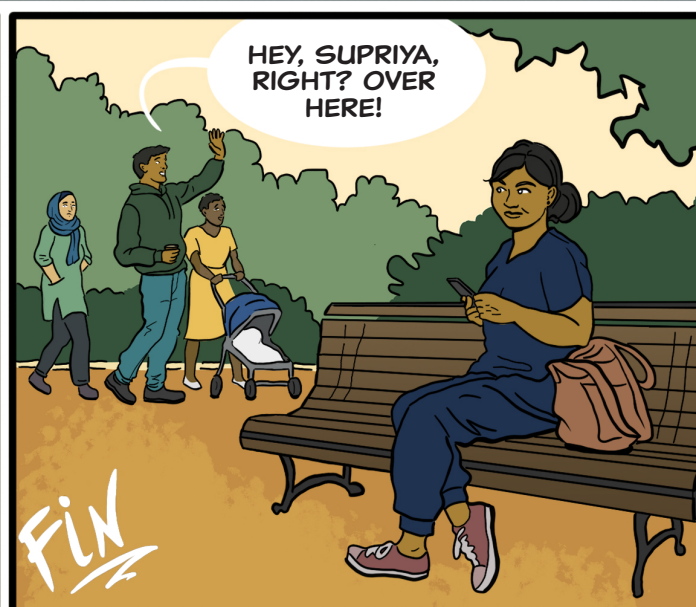
IT CERTAINLY  
HAS.



















This graphic novel is based on research conducted for the project *Making it to the Registers: Documenting Migrant Carers' Experiences of Registration and Fitness to Practise*. The project uses archives and qualitative interviews to explore how professional regulation impacts the creation and maintenance of the UK healthcare workforce. It aims to better understand the historical and contemporary experiences of migrant healthcare workers with professional regulation. The characters of Kehinde, Aisha, and Dante are composites of real-life healthcare professionals who we have interviewed as part of the project and their struggles in the novel reflect some of the current challenges faced by migrant healthcare professionals who work in the UK. These include:

- Collecting the extensive paperwork required to obtain registration with the relevant statutory regulator; these problems are exacerbated for individuals who have fled violence or persecution and may have lost their documents and certificates or whose documents and certificates may have been destroyed during conflict;
- Facing differentiated documentary requirements depending on country of training, with healthcare professionals trained in the European Union required to meet slightly less onerous requirements, thereby often resulting in more challenging experiences for healthcare professionals from the global south;
- Passing a series of expensive English language, clinical knowledge, and skills examinations to be able to register with the relevant statutory regulator;
- Ensuring that the examinations are passed in a specific order and within a particular time period (so, for instance, there is no leeway provided for pregnancy, meaning that access to registration is impacted by gender);
- Meeting immigration requirements that often limit who can work and for how long, leading to long periods of time during which migrant healthcare workers are unable to work and may result in de-skilling;
- Facing the non-recognition or under-recognition of the training, qualifications, experience, and skills they have accumulated overseas, and experiencing the resulting devaluation of their professional identity, even as their labour is needed to run the healthcare system; and
- Enduring individual and systemic forms of racism during the registration process and in the workplace.



If you are an internationally-trained doctor or nurse and want more information on professional regulation in the UK, please see:

- General Medical Council (<https://www.gmc-uk.org/>)
- Nursing and Midwifery Council (<https://www.nmc.org.uk/>)
- Professional Standards Authority for Health and Social Care (<https://www.professionalstandards.org.uk/>)

If you are an internationally-trained doctor or nurse and would like more support during the process of obtaining professional registration in the UK, please see:

- British Association of Physicians of Indian Origin (<https://bapio.co.uk/>)
- British International Doctors Association (<https://www.bidaonline.org/>)
- British Medical Association (<https://www.bma.org.uk/advice-and-support/international-doctors>)
- Lincolnshire Refugee Doctor Project (<https://lincsrefugeedoctors.co.uk/>)
- REACHE Manchester (<https://www.reache.org.uk/>)
- RefuAid (<https://refuaid.org/>)
- Refugee Council's Building Bridges Programme (<https://www.refugeecouncil.org.uk/get-help/building-bridges-programme-for-refugee-health-professionals/>)
- ReSTORE South Yorkshire (<https://yhtraininghubs.co.uk/south-yorkshire/south-yorkshire-schemes/restore-refugee-nursing-programme/>)
- Royal College of Nursing (<https://www.rcn.org.uk/membership/Existing-members/International-nursing-members>)
- The Phoenix Project (<https://www.thephoenixprojectuk.com/>)

If you would like more information on the research project, please visit our website:  
***[makingregisters.leeds.ac.uk](https://makingregisters.leeds.ac.uk)***



A PRODUCTION OF  
PETROGLYPH COMICS,  
2026