

Trust Board Report

Meeting Date:	24 March 2014
Title:	Nurse Recruitment
Executive Summary:	This report highlights the Trust's Nurse & Midwifery Vacancy position and consequential actions for recruitment at a national and international level.
Action Requested:	To note the contents of this report
Report of:	Director of Human Resources
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Resource Implications:	Funding required to support Nurse workforce review
Public or Private: (with reasons if private)	Public Session
References: (eg from/to other committees)	
Appendices/ References/ Background Reading	
NHS Constitution: (How it impacts on any decision-making)	<p>In determining this matter, the Board should have regard to the Core principles contained in the Constitution of:</p> <ul style="list-style-type: none"> ✚ Equality of treatment and access to services ✚ High standards of excellence and professionalism ✚ Service user preferences ✚ Cross community working ✚ Best Value ✚ Accountability through local influence and scrutiny

BACKGROUND DETAILS

1. Nursing Vacancies – February 2014

The current level of trained Nurse vacancies for February shows a total vacancy position of 121.05, this includes all Nurse and Midwifery posts, It should be noted that a number of these posts have been filled but the post holders are yet to take up the posts due to pre-employment checks.

- The following figures show the total vacant post position including community posts, as felt by the wards, as well as the vacant positions adjusted to take into account post that have been filled but the post holder has yet to start in role.

	Jan	Feb	Variance
Qualified Nurse Open Vacancies	76.81	85.32	+8.51
Qualified Nurses Waiting To Start	48.92	35.73	-13.19
Total Vacant Position	125.73	121.05	-4.68

- HealthCare Assistant vacancies:

	Jan	Feb	Variance
HCA Open Vacancies	26.08	16.98	-9.10
HCA's Waiting To Start	23.78	29.05	+5.27
Total Vacant Position	49.86	46.03	-3.83

- Midwifery vacancies.

	Jan	Feb	Variance
Midwives Open Vacancies	3.63	3.63	0.00
Midwives Waiting To Start	0	0	0.00
Totals	3.63	3.63	0.00

- The following tracks all qualified Nurse Vacancies since June 2013 to highlight seasonal trends – the average monthly vacancy count is 69.79. By comparison, and allowing for seasonal trends during February 2013 we reported 96.23 vacancies.

Qualified Nurse Open Vacancies (Excluding Community) Jun 2013 to Date								
JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB
57.62	63.58	89.02	59.22	64.01	73.02	77.95	70.06	73.65

Please note the above figure tracks open and unfilled vacancies only, it does not include filled positions where the post holder is waiting to start.

February Progress

During February we made 71 Conditional Offers, and have 46 live adverts posted.

Advertising

We have a programme of continuous adverts and have active campaigns in place for key roles such as Acute Medicine, Health Visitors, and Midwives. There are robust tracking and controls in place to minimise time to delays in recruitment/appointment.

Overseas Recruitment

In addition to the need to maintain and stabilise our base position, the Nurse Workforce Review, Phase 2, undertaken last autumn identified a requirement for a further investment in the nursing workforce of 135 wte and was approved by the Trust Board in November 2013 with accompanying funding.

In light of the above position for local and national recruitment, additional nurse recruitment on this scale can only be sourced with additional recruitment activity from overseas. We have made significant progress with this:

- Mediplacements compiling shortlist of candidates
- All candidates screened and tested for language competency, clinical skills, and educational standards
- Team of 5 Senior Nursing & Midwifery Trust representatives are due to travel Wed 9th April returning Sun 13th April.
- Preparations being made to on-board and induct staff upon arrival
- Expect first cohort of successful candidates to commence with the Trust in late May/ Mid June depending on individual notice periods and availability etc.