

# Nurse Recruitment

## Trust Board Report

<b>Meeting Date:</b>	28 April 2014
<b>Title:</b>	Nurse Recruitment
<b>Executive Summary:</b>	This report highlights the Trust's Nurse & Midwifery Vacancy position and consequential actions for recruitment at a national and international level.
<b>Action Requested:</b>	The Board are asked to note the report.
<b>Report of:</b>	Director of HR
<b>Author: Contact Details:</b>	Diane Pugh, Deputy Director of HR
<b>Resource Implications:</b>	Funding required to support Nurse workforce review
<b>Public or Private: (with reasons if private)</b>	Public
<b>References: (eg from/to other committees)</b>	
<b>Appendices/ References/ Background Reading</b>	
<b>NHS Constitution: (How it impacts on any decision-making)</b>	<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"> <li>✚ Equality of treatment and access to services</li> <li>✚ High standards of excellence and professionalism</li> <li>✚ Service user preferences</li> <li>✚ Cross community working</li> <li>✚ Best Value</li> <li>✚ Accountability through local influence and scrutiny</li> </ul>

## 1. Background Details

### 1. Nursing Vacancies – March 2014

The current level of trained Nurse vacancies for February shows a total vacancy position of 100.49, 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	March	Variance
<b>Qualified Nurse Open Vacancies</b>	76.81	85.32	73.25	<b>-12.07</b>
<b>Qualified Nurses Waiting To Start</b>	48.92	35.73	27.24	<b>-8.49</b>
<b>Total Vacant Position</b>	125.73	121.05	100.49	<b>-20.56</b>

- HealthCare Assistant vacancies:

	Jan	Feb	March	Variance
<b>HCA Open Vacancies</b>	26.08	16.98	22.05	<b>+5.07</b>
<b>HCA's Waiting To Start</b>	23.78	29.05	13.55	<b>-15.50</b>
<b>Total Vacant Position</b>	49.86	46.03	35.60	<b>-10.43</b>

- Midwifery vacancies.

	Jan	Feb	March	Variance
<b>Midwives Open Vacancies</b>	3.63	3.63	3.58	<b>0.00</b>
<b>Midwives Waiting To Start</b>	0	0	0	<b>0.00</b>
<b>Totals</b>	3.63	3.63	3.58	<b>0.00</b>

- The following tracks all qualified Nurse Vacancies since June 2013 to highlight seasonal trends – the average monthly vacancy count is 70.14.

<b>Qualified Nurse Open Vacancies (Excluding Community) Jun 2013 to Date</b>									
JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR
57.62	63.58	89.02	59.22	64.01	73.02	77.95	70.06	73.65	73.25

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.

### **March Progress**

During March we made 60 Conditional Offers, 47 of which were qualified nurses and HCA's, we conducted 48 face-to-face pre-employment check meetings during March and expect these employees to start work during May & June.

### **Advertising**

We have a programme of continuous adverts and have active campaigns in place for key roles such as Acute Medicine, Health Visitors, Care of the Elderly, Gastro, and Midwives. There are robust tracking

and controls in place to minimise time to delays in recruitment/appointment.

### **Overseas Recruitment**

Trust representatives recently returned from recruitment trips to Italy and Greece, we offered a total of 33 candidates from both locations. We expect to receive the first group towards end June, and are working through the pastoral care and other arrangements to help the candidates settle into life in Wolverhampton.

We have provisionally allocated 16 nurses to Division 2 and 17 to Division 1. We have also declared an interest in 12 other candidates who need to improve their English language skills and arrangements to further select from these 'Reserves' are being planned. Many of these reserves are Italian.

We have planned a second trip to Spain (Thursday 8<sup>th</sup> to Sunday 11<sup>th</sup> May) and the agency is currently preparing shortlisted candidates.

We have adverts placed for Midwives in Ireland, and are currently scoping the feasibility of further overseas recruiting trips to Europe focussing solely on Midwives.

## **2. Options**

## **3. Recommendation**