

Trust Board Report

Meeting Date:	2 June 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:	The Board are asked to note the report.
Report of:	Deputy Director of HR
Author: Contact Details:	Diane Pugh, Deputy Director of HR
Resource Implications:	Funding required to support Nurse workforce review
Public or Private: (with reasons if private)	Public
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

1. Background Details

1. Nursing Vacancies – April 2014

The current level of trained Nurse vacancies for April shows a total vacancy position of 103.61, 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. This also includes 28 overseas nurses waiting to start at the end of June, and a further 21 at the end of July.

- 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	April	Variance
Qualified Nurse Open Vacancies	76.81	85.32	73.25	53.68	-19.57
Qualified Nurses Waiting To Start	48.92	35.73	27.24	49.93	+22.69
Total Vacant Position	125.73	121.05	100.49	103.61	+3.12

- HealthCare Assistant vacancies:

	Jan	Feb	March	April	Variance
HCA Open Vacancies	26.08	16.98	22.05	23.01	+0.96
HCA's Waiting To Start	23.78	29.05	13.55	12.80	-0.75
Total Vacant Position	49.86	46.03	35.60	35.81	-10.43

- Midwifery vacancies.

	Jan	Feb	March	April	Variance
Midwives Open Vacancies	3.63	3.63	3.58	3.15	-0.43
Midwives Waiting To Start	0	0	0	3	-3.00
Totals	3.63	3.63	3.58	6.15	+2.57

- The following tracks all qualified Nurse Vacancies since July 2013 to highlight seasonal trends – the average monthly vacancy count is 69.74.

Qualified Nurse Open Vacancies (Excluding Community) Jul 2013 to Date									
JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR
63.58	89.02	59.22	64.01	73.02	77.95	70.06	73.65	73.25	53.68

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.

April Progress

During April we made 67 conditional offers comprising of 51 external hires and 16 internal transfers. Please note that this includes 28 nurses from our first cohort of European Nurses due to start 25th June. A further 41 separate interviews for various grades took place during April, and we have 17 HCA's currently in the talent pool

Advertising

We are continuing to run 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.

Overseas Recruitment

We have confirmed 28 candidates from our initial trip to Italy and Greece will arrive Wednesday 25th June, a working group is finalising an extended 6 week induction to include both professional and pastoral elements.

Trust representatives visited Spain and Portugal during our second recruitment trip and returned with a further 21 candidates. These are currently all being processed by our agency (compiling all necessary documentation) and we aim for these candidates to arrive W/C 21st July.

Midwifery Recruitment

We have adverts placed for Midwives across the EU and in Ireland, through which we have identified only a very small number of candidates so far who meet the required standards of experience and autonomy and are working towards arranging Skype interviews.

To better target suitable candidates a concerted direct campaign through online advertising media and targeted, appropriate social media (forums, blogs, health-specific websites) is being planned with our advertising partners TMP. This campaign will be launched in early June to try to meet the challenging recruitment target for experienced midwives. In addition other methods of reaching suitable candidates such as through distribution of information at conferences and other events are being researched and agreed in conjunction with Debra Hickman.

Regional/National NHS Recruitment Streamlining Project

The Trust is one of 28 Trusts within the region participating in a project, sponsored by NHS Employers, to streamline 4 elements of employment procedures – mandatory and statutory training, occupational health, medical staffing and general recruitment. The aim is to reach region- and nation-wide consensus on standards of information, pre-employment checks and training to allow all NHS staff to move easily from one organisation to another without unnecessary duplication of processes or checks (while providing Trusts with an assurance that the correct standards are being met for all of the above). Where needed, NHS Employers will support Trusts in lobbying for changes to current National Standards to ensure for example that challenges are not made to these new agreed practices during CQC/NHSLA audits. The Project is in its early stages of planning and more information will be available as to the next steps in around August 2014.

2. Options

3. Recommendation