

Trust Board Report

Meeting Date:	30 th 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:	Interim Director of HR
Author: Contact Details:	Diane Pugh, Interim 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 – May 2014

The current level of trained Nurse vacancies for May shows a total vacancy position of 139.58, this includes all Nurse and Midwifery posts but excludes Community 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 includes 28 overseas nurses waiting to start at the end of June, and a further 18 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. The figures also include the funded uplift in establishments for both Nurses and HCAs.

Qualified Nurse vacancies:

	Feb	March	April	May	Variance
Qualified Nurse Open Vacancies	85.32	73.25	53.68	124.38	+70.70
Qualified Nurses Waiting To Start	35.73	27.24	49.93	76.34	+26.41
Total Vacant Position	121.05	100.49	103.61	200.72	+97.11

HealthCare Assistant vacancies:

	Feb	March	April	May	Variance
HCA Open Vacancies	16.98	22.05	23.01	47.29	+24.28
HCA's Waiting To Start	29.05	13.55	12.80	6.92	-5.88
Total Vacant Position	46.03	35.60	35.81	54.21	+18.40

Midwifery vacancies:

	Feb	March	April	May	Variance
Midwives Open Vacancies	3.63	3.58	3.15	15.20	+12.05
Midwives Waiting To Start	0	0	3	6.40	+3.40
Totals	3.63	3.58	6.15	21.60	+15.45

The following tracks all qualified Nurse Vacancies since August 2013 to highlight seasonal trends – the average monthly vacancy count is 69.07. **NB. Midwifery vacancies are included from May 2014.**

Qualified Nurse Open Vacancies (Excluding Community) Aug 2013 to Date									
AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY
89.02	59.22	64.01	73.02	77.95	70.06	73.65	73.25	53.68	56.84

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.

Key highlights:

- Total conditional offers made – 49
- Internal conditional offers made – 18
- External conditional offers made – 31
- Student health visitor & qualified health visitor recruitment has commenced
- Endoscopy all bands multiple establishments (Cannock) recruitment is in process
- An additional capacity Ward has been agreed which will entail recruitment to a further c.20 posts additional to the above figures, process yet to be established and a verbal update will be given to the group

Advertising

We run a programme of continuous adverts and have active campaigns in place for areas 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 Thursday 26th June. An extended 6 week induction to include both professional and pastoral elements has been planned. A second cohort of 18 nurses from Spain and Portugal are expected to arrive in late July.

Trust representatives are due to visit Portugal and Italy during our Third recruitment trip commencing June 19th. We expect these candidates to arrive during September.

Midwifery Update

- 10 qualified midwives to be interviewed – currently awaiting interview dates
- Newly qualified midwives were also advised to apply on the band 6 advert, 15 applicants going through shortlisting
- NB No birth rate+ figures received so these are not reflected in the vacancy rate

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 finalised 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