

Trust Board Report

Meeting Date:	28 th July 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 – June 2014

The current level of trained Nursing and Midwifery vacancies for June shows a total vacancy position of **173.96**. It should be noted that 105.42 of these vacancies have been filled but the post holders are yet to start employment. This also includes 13 overseas nurses waiting to start at the end of July, and a further 30 at the end of September.

- The following figures show the total vacant post position across the Trust, as felt by the wards, as well as the vacant positions 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 HCA's.

	March	April	May	June	Variance
Qualified Nurse Open Vacancies	73.25	53.68	124.38	57.22	-67.16
Qualified Nurses Waiting To Start	27.24	49.93	76.34	103.42	+27.08
Total Vacant Position	100.49	103.61	200.72	160.64	-40.08

- HealthCare Assistant vacancies:

	March	April	May	June	Variance
HCA Open Vacancies	22.05	23.01	47.29	58.17	+10.88
HCA's Waiting To Start	13.55	12.80	6.92	7.95	+1.02
Total Vacant Position	35.60	35.81	54.21	66.12	+11.91

- Midwifery vacancies.

	March	April	May	June	Variance
Midwives Open Vacancies	3.58	3.15	15.20	11.32	-3.88
Midwives Waiting To Start	0	3	6.40	2.00	-4.40
Totals	3.58	6.15	21.60	13.32	-8.28

- The following tracks all qualified Nurse Vacancies since Oct 2013 to highlight seasonal trends – the average monthly vacancy count is 66.94. **NB. Midwifery vacancies included from May 2014**

Qualified Nurse Open Vacancies (Excluding Community) Rolling 9 months								
OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
64.01	73.02	77.95	70.06	73.65	73.25	53.68	56.84	60.04

Average vacancy rate – rolling 9 months – 66.94

June Progress

Nursing Updates

- We have 2 Wolverhampton newly qualified staff nurses still to be placed.
- 17 Health Visitors recruited from the recent campaign have received conditional offers
- We are currently running 38 live adverts (some for multiple WTE) including 21 non-nursing/midwifery posts
- 70 offers made in June (13 internal & 57 external)
- 44 contracts/variation letters issued (14 internal and 30 external)
- 112 staff (qualified, Midwives and HCAs) waiting to come into post (17 internal and 95 external)
- 52 face to face pre-employment check meetings undertaken
- 61 discrete sets of interviews (16 sets wholly managed by recruitment; 45 sets partially managed for decentralised non-nursing recruitment)

European Nurses

The first cohort of 28 nurses and 1 midwife arrived on 23 June as scheduled and are currently completing their induction process before being introduced to their new roles.

The second cohort of 13 European nurses are due to arrive at the trust on Wednesday 30 July. The majority of these were hired from Spain and Portugal during the second trip. Several candidates have deferred their start date until September with Trust agreement, due to personal circumstances and/or study; they will arrive with the third cohort on Wednesday 24th September. We currently have a total of 30 nurses in the third cohort.

We plan to return to Italy and Greece during October for a fourth trip and anticipate these nurses will arrive early January 2015.

Midwifery Recruitment

- Birth rate plus figures now been agreed and included within attached Blueprints.
- 17 newly qualified midwives offered and placed in June
- Recruitment remains difficult despite national and social media campaigns
- Lorna Southan and Tracy Palmer are looking into fast-track training to accelerate newly qualified midwives' development into B6 roles which will assist in the higher band deficit
- 10 qualified midwives to be interviewed – currently awaiting interview dates.

To better target suitable candidates a concerted direct campaign through online advertising media and targeted, appropriate social media (forums, blogs, health-specific websites) is running through our advertising partners TMP. This campaign was launched in 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. Further feedback will follow once the social media campaign has been in place for long enough to yield results.

2. Options

3. Recommendation