

Trust Board Report

Meeting Date:	24 th November 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 HR
Author: Contact Details:	Simon Fennell, HR Manager - Resourcing Simon.Fennell@nhs.net
Resource Implications:	
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

BACKGROUND DETAILS

Purpose of Report:

Retrospective monthly update on the Nursing and Medical vacancy position during **October** – Please note this does not include any updates / changes made during November unless clearly specified.

Nursing Vacancies – October 2014

NB any minus figure indicates over-establishment - All figures below are calculated as WTE and not Headcount

Vacancies - Open & Advertised					
	Qualified Nurses	Unqualified / HCA	Sub Total	Others	Total
Div-1	-0.02	8.47	8.45	-1.70	6.75
Div-2	43.41	12.52	55.93	4.04	59.97
Midwives	5.75	-6.85	-1.10	0.38	-0.72
Community	15.22	3.90	19.12	0.02	19.14
Totals	64.36	18.04	82.40	2.74	85.14
Filled Vacancies - Pending Starters Not Yet In Post					
	Qualified Nurses	Unqualified / HCA	Sub Total	Others	Total
Div-1	18.43	6.00	24.43	4.00	28.43
Div-2	69.80	14.25	84.05	6.20	90.25
Midwives	0.00	0.00	0.00	0.47	0.47
Community	21.45	9.66	31.11	0.00	31.11
Totals	109.68	29.91	139.59	10.67	150.26
Total - All Unfilled Posts (As felt on the Wards)					
	Qualified Nurses	Unqualified / HCA	Sub Total	Others	Total
Div-1	18.41	14.47	32.88	2.30	35.18
Div-2	113.21	26.77	139.98	10.24	150.22
Midwives	5.75	-6.85	-1.10	0.85	-0.25
Community	36.67	13.56	50.23	0.02	50.25
Totals	174.04	47.95	221.99	13.41	235.40

All Open Vacancies (Including Community & Midwifery from Jan 14)									
JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT
80.44	85.32	99.9	80.49	73.56	68.54	89.93	122.06	115.65	64.36

Average vacancy rate – rolling 10 months – 88.02

Nursing Update - October

- Total Offers Made - 65
- Internal Offers Made - 17
- External Offers Made – 48
- Total Contracts Issued - 71
- Internal Contracts Issued - 23
- External Contracts Issued - 48
- Waiting to come in post - 126
- Waiting to come in post Internal - 18
- Waiting to come in post External - 108
- Face-to-face interviews - 71
- Total Live Adverts posted – 32

European Nurses

The third cohort arrived on Wednesday 24th September; all are now progressing well with no major issues or problems highlighted.

NMC Pin update - The situation has eased significantly during the last few weeks with many more Nurses receiving their Pin, below is the latest update correct as of 13/11/14.

1st Cohort (June)

- Registered 24
- Admitted 1
- Assessment 1
- Replacement Documents Requested (lost by NMC) 2

2nd Cohort (July)

- Registered 10
- Admitted 2
- Assessment 1

3rd Cohort (September)

- Registered 13
- Admitted 2
- Assessment 1
- Replacement Docs Requested 3

4th Cohort (Due to arrive mid - Jan 15)

- Registered 1
- Admitted 1
- Assessment 1
- In process 34

Total (Nurses working - 60)

- Registered (Received PIN) & Admitted (Paid Fee and waiting for PIN) **52 (86%)**
- Assessment **3 (5%)**
- Replacement Docs Requested **5 (8%)**

It is also worth noting that only those who are Registered and have presented their PIN confirmation letter to NRB are paid as B5; all others are paid as B2 and will continue as B2 until they present their PIN confirmation letter.

Bank Usage – 1st October – 31st October 2014

	Div. 1 - Requests	Div. 1 – Filled	Div. 2 – Requests	Div. 2 - Filled	T/Wide – Requests	T/Wide - Filled
Qualified	670	560	1,417	1,161	2,087	<u>1,721</u> (82%)
HCA's	598	528	1,795	1,525	2,393	<u>2,053</u> (86%)
<u>Total</u>	<u>1,268</u>	<u>1,088</u>	<u>3,212</u>	<u>2,686</u>	<u>4,480</u>	<u>3,774</u> (84%)

Division 1 – The main areas using temporary staff are Cardiology Ward, A6 and A12.

Division 2 – The main areas using temporary staff are A7, Emergency Department and Ward 2.

Trend Analysis Vacancies and Bank Use

The attached sheet (Appendix 1) shows vacancies and bank usage from 1 April – 31st March 2015. It is anticipated that further narrative will be added to this report in order to provide some analysis around peaks and troughs.

Medical Vacancies – October 2014

Replacement Vacancies			
	Training	Non-Training	Total
Div 1	5.90	12.00	17.90
Div 2	12.60	10.00	22.60
Total	18.50	22.00	40.50
Establishment Figures - Training			
	Vacancies	Establishment	%
Div 1	5.90	178.53	3.30%
Div 2	12.60	202.62	6.22%
Total	18.50	381.15	4.85%
Establishment Figures - Non-Training			
	Vacancies	Establishment	%
Div 1	12.00	197.68	6.07%
Div 2	10.00	112.77	8.87%
Total	22.00	310.45	7.09%

New Posts Vacant	
Trust Grade	0.00
Locom Cons	2.00
SAS	2.00
Consultant	11.00
Total	15.00

In addition to the figures included there are also 8 middle grade vacancies in Anaesthetics which are currently being recruited to via agencies. These posts are to cover Cannock – 2 posts have now been appointed to.

Dr Simon Fenner is currently working on a joint JD with CT Anaesthetics which will involve 6 months Cannock and 6 months in Wolverhampton to try and make the posts more appealing.

One middle grade posts are currently advertised for Cannock for T & O along with a further 2 T & O middle grade posts for Wolverhampton.

One MTI candidate has been appointed for A & E, and a further MTI candidate is in progress – we expect this individual to start early 2015.

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