

HR UPDATE:

MARCH 2018

Recruitment events

- Two local events were recently held – one in January which was a joint event with University of Cumbria to encourage students onto the March 2018 cohort combined with a push to attract 'return to practice' and 'return to the bench' nurses who may still be registered or whose pin has lapsed. We also held on our second nurse recruitment day at NCUH on 3 February joint with Cumbria Partnership. This event was another success and generated an additional 20 nurses for WCH and CIC as well as around the same number for Cumbria Partnership too. Another local day, which involves tours of both CIC and WCH will be held in July
- A number of collaborative job fair events with CPFT and NWAS are confirmed over the coming months including Health Sector Jobs Fairs in Dublin and Edinburgh (March and May) and a number of university job fairs across the country and in Scotland. The team are also heading for a second trip to Poland next week and the County Council will be joining them

Currently out to advert

- A recent advert placed in the British Medical Journal (BMJ) (see attached) has generated a lot more traffic across our consultant adverts on NHS Jobs – currently 20 medical staffing jobs being advertised including paediatrics and obstetrics & gynaecology

Links to adverts:

Consultant obstetrician & gynaecologist:
https://www.jobs.nhs.uk/xi/vacancy/52e521cb9b0b02a2f98c228b525d0279/?vac_ref=914980699

Consultant paediatrician:
https://www.jobs.nhs.uk/xi/vacancy/52e521cb9b0b02a2f98c228b525d0279/?vac_ref=914979144

Nursing apprenticeships

- Announced last week – initially only open to internal candidates but demonstrates real career progression which should help with growing our own and retention – press release attached

Vacancies

- Need to do more detailed work on this but nursing vacancies are mainly in the following areas: Emergency & acute medicine, elderly care, general medicine. The areas which are pretty much fully staffed nursing wise including paediatrics and surgery.
- Services with multiple consultant vacancies (being covered by locums) : Gastroenterology, Respiratory, Elderly care/Stroke, Oncology, Paediatrics and Radiology

Autumn 2017

Recruitment Activity (NCUH/CPFT)

Advertising

- Advertised in the Nursing Times in October
- Advertising on 29 university jobs boards
- Relaunched recruitment video features staff from CPFT, NWAS and ChoC and is available on Twitter, Facebook and YouTube as well as Trust websites - already had contact from a doctor in radiology who is interested in a role after watching the video
- Refreshed branding to help us stand out and reflect ambition – connecting local NHS staff through photography competition
- NHS Jobs remains the place medical and clinical staff look for jobs and this is where adverts are placed. They are also shared on social media

University

- Rounds of University job fairs recently, in October and November include:
 1. University of Stirling
 2. University of Cumbria (Carlisle)
 3. University of Cumbria (Penrith)
 4. UCLAN (Lancaster)
 5. University of Chester
 6. University of Bradford
 7. University of Bolton
 8. University of Sunderland

Job Fairs

1. HSJ Fair Dublin (doctors and nurses) – October
2. BMJ Fair London (doctors) – October
3. Nursing Times Fair London (nurses) – November

New Activity

- NCUH and CPFT also held their first nurse recruitment day for student nurses was also held on Saturday 11 November where we made 25 conditional job offers (22 for NCUH and 3 for CPFT). The day was held at the Cumberland Infirmary but we took four candidates to West Cumberland Hospital (an additional two people were interested in WCH but had already been there on placement so didn't need the tour) Of the four who went on the tour, three were from Scotland and one was from Ireland. A senior nurse who works at WCH took them round and the tour lasted nearly two hours. Feedback was very positive and seven nurses have since confirmed they would like a role at WCH when they graduate next year. We are now planning to hold another day in February.

Overseas Activity

- Currently recruiting in Poland – this is using links developed by NWAS who to date have a 100% retention rate for the polish paramedics they have recruited to Cumbria. This not only saves money but also ensures that people who work for the Trust and have expertise in Cumbria are there to sell the area and conduct interviews when they are there.
- NWAS are also recruiting when they are there purely for posts in Cumbria.
- There are interviews lined up in Poland with nurses and doctors and there has already been an interview with a polish consultant anaesthetist via Skype who has applied to be seen when the team is in Poland. On return from Poland the team will scope other overseas trips as well as planning an activity of programme of commercial and university jobs fairs for the Spring.

UCLAN links

- Developing teaching / consultant roles to build upon – cardiology success – it is expected to include paediatrics