



Recruitment Timeline

Harinder Thiara & Hannah Lootfun



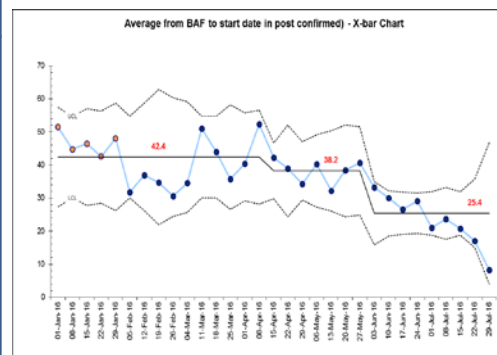
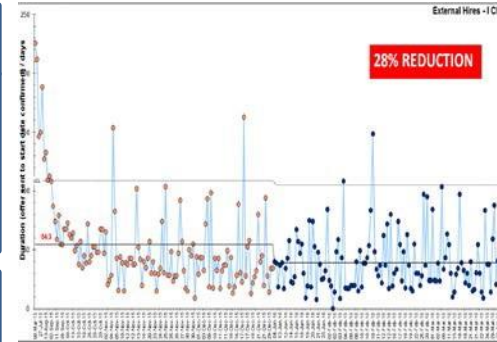
East London
NHS Foundation Trust

Aim

To Reduce the Time it takes to Hire to 35 Days by December 2016

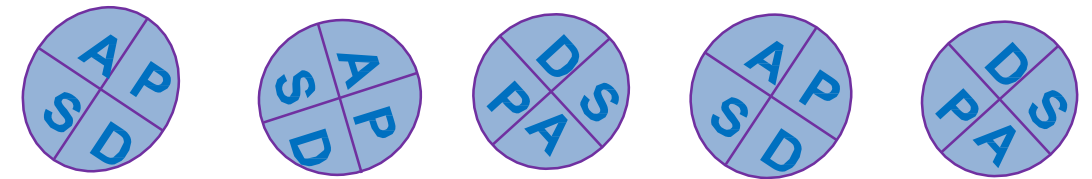
Why is this important to service users and carers?

Departments that are short staffed will impact on the quality of care provided to service users and carers. Departments that are fully staffed will have enough labour resources to deliver the best quality of care.



Tests of Change

- References (internal and external)
- Better usage of NHS jobs (3 reason to shortlist me)
- Filtering Questions - NHS jobs
- Online Recruitment Forms



Driver diagram

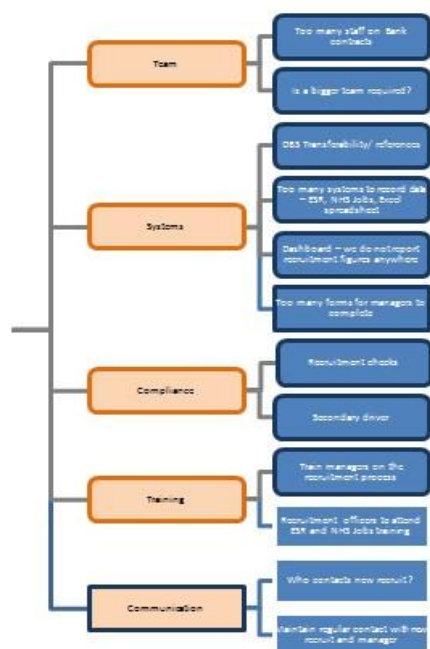
AIM

PRIMARY DRIVERS

SECONDARY DRIVERS

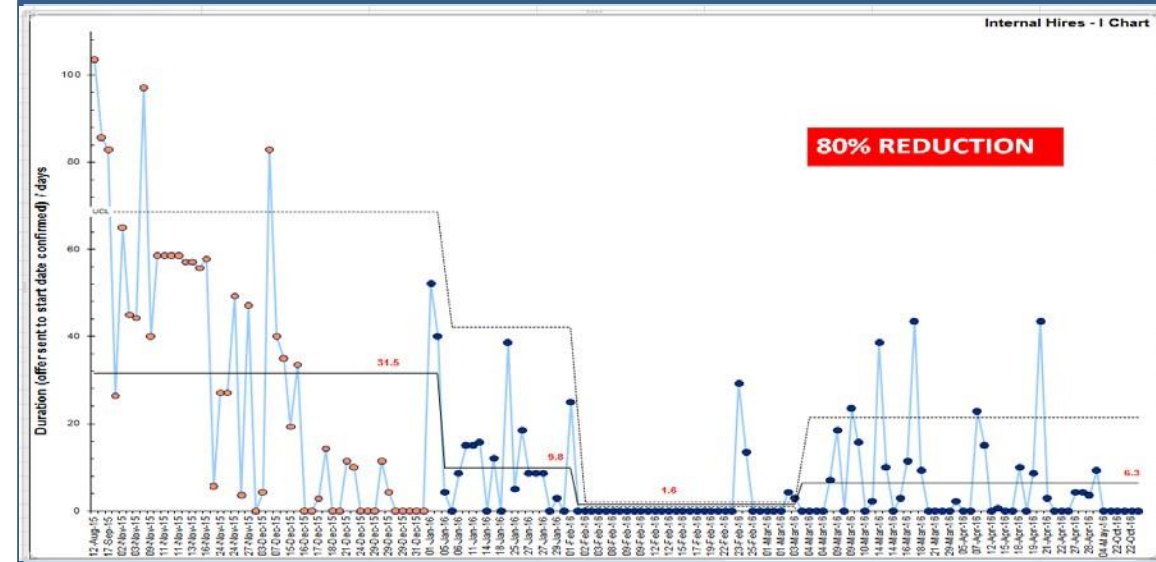
CHANGE IDEAS

To Reduce the time to recruit from 42.5 days to 36.7 days



- Replace Bank with fixed term contracts and secure funding for some additional posts
- Portable DBS and personal statement
- Combining BAF & RTR
- Look at Trac
- Recruitment checks done on day of interview
- New managers to attend recruitment training as part of induction
- All new recruitment officers to attend external training as part of induction
- Additional team members will enable improved communication

Data



Learning

We have learnt that:

- Some barriers that cannot be overcome (DBS)
- People need time to adjust to change
- We need to maintain a good balance between reducing the time to hire and remaining safe