

Royal London and Mile End Hospitals – Workforce Update November 2022

What is your current recruitment approach (please provide any local targets)? Is it working if so why and if not why?

We've got drive to 95 for Nursing and Midwifery, aim to achieve 95% + fill rate latest figures attached. Also, as part of our People Plan we are looking to do way more in terms of joint work with THT - meetings with NEL ICB in the New Year, also an aim to increase our levels of apprenticeships in line with our internal reviews at Pay Control Panels for roles at the Royal London and Mile End Hospitals.

How are mitigating the risks for patients and waiting times for elective surgeries, discharging as a result of local recruitment issues?

As above with pushing to maximise our bank contract fill.

What are the implications of using locum and bank staff in medium to long term in terms of your budget implications? We have to reduce our agency spend by 10% and stop using non-framework agencies by the end of December 2022, which we largely have. Our aim on workforce is a Cost Improvement Programme of £3.5 million.



Royal London and Mile End Hospitals – Workforce Update November 2022

How will the ICS partnership arrangement help to support local recruitment and how are you currently working with anchor partners to drive recruitment requirements?

Barts Health is an Anchor Institute and we are ambitious to work with THT in 23/24 to promote careers in our organisations through improved communications with local schools to highlight the apprenticeship opportunities available.

We are keen to work collaboratively within Place to promote our organisations as a great place to work and to build a career.

Any shared learning, innovation or modelling you're using to improve your recruitment policy?

We use a microsite and various forms of social media, again more work locally within TH would help.

