The Queen Elizabeth Hospital King's Lynn
NHS Foundation Trust

# REPORT TO THE TRUST BOARD – PUBLIC

| RESPONSIBLE DIRECTOR: | REPORT FOR: | | IMPACT ON BUSINESS: | | |
|---|---|---|---|---|---|
| Karen Charman, HR Director | Decision | | High | Med | Low |
| | Discussion | | | √ | |
| | Information | √ | | | |
| **LEAD MANAGER:** | **REPORT TYPE:** | | **BAF REFERENCES & RAG:** | | |
| | Strategic | | | | |
| | Operational | √ | | | |
| | Governance | | **RELATED WORK: (PREVIOUS PAPERS TO COMMITTEE)** | | |
| **PEER ASSIST:** | **PEER REVIEW:** | | | | |
| Catherine Castleton – Deputy Director HR & OD | | | | | |
| **CQC Domain: (safe, caring, effective, responsive, well-led)** | Safe Care. | | | | |

**Meeting Date:** **27 November 2018**

**Report Title:** **Recruitment Incentives**

**PURPOSE:**

To provide the Trust Board with information on current and planned recruitment incentives so the Queen Elizabeth Hospital can stand out to potential candidates

**SUMMARY:**

**Background**

At the September Public Board meeting, following a conversation with Governors, the Director of HR was asked to provide information on the incentives currently in use or being planned to help QEH stand out to potential candidates

**1.0 Recruitment Incentives**

The focus of the work to date has been to support the domestic Registered Nurse recruitment. However we have also listed below information that will be included with the new generic campaign of "Do Well" from January 2018.

These incentives that are offered to Registered Nurses only have been agreed by Executive Directors.

- Pre-registered nurses who have completed their qualification and are awaiting NMC registration will be paid at AfC Band 4 (previously Band 2)
- Financial support with relocation costs including payment of accommodation costs for two months (terms and conditions apply)
- A £2000 New hire payment paid in instalments at 6 months, 12 months and 2 years. Pro-

rated for part time posts and with clawback if staff leave in less than 2 years.

All staff are offered the following recruitment incentives as part of their overall package and these are publicised at advertisement.

- A range of flexible working options
- Pension scheme
- Salary sacrifice schemes
- Staff discount schemes
- Stress awareness and mindfulness training
- Counselling service
- Up to 33 days annual leave entitlement (subject to length of service)
- Free self-referral Physio service
- Support with revalidation
- Preceptorship and mentoring programmes delivered by a dedicated clinical education support team
- A range of health and well-being initiatives

In addition the Trust are now active supporters of the Love Norfolk campaign which provides us with environmental and geographical material to help promote Norfolk as an attractive area to move to

**Future Plans**

The Trust has received a presentation from a targeted digital marketing campaign which would provide us with a targeted audience, known to be looking to move roles to whom we can send our recruiting material and incentives directly.

**Karen Charman**
**Director of HR &OD**

**FINANCIAL IMPLICATIONS / EFFICIENCY SAVINGS / QUALITY IMPROVEMENT:**

**RISK ASSESSMENT (CROSS-REFERENCE WITH RISK REGISTER WHERE APPROPRIATE):**

| Strategic / External | Operational/ Organisational | Financial | Clinical | Legal/ Regulatory | Reputational / Patient Experience |
|---|---|---|---|---|---|
| ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

**RECOMMENDATIONS:**

The Trust Board are asked to note the information supplied.