

ADRODDIAD SCAA / SBAR REPORT			
Cyfarfod Meeting	Nurse Staffing Act Group – Part B		
Eitem ar ur Agenda: Title of Report:	Update on Student Streamlining recruitment (cohort 2)		
Agenda Item:		H&C Standard:	Workforce
Swyddig Adrodd: Report Officer:	Lynne Jones, Corporate Head of Nursing Education		
Report Presented by:	Lynne Jones, Corporate Head of Nursing Education		
Report Sponsored By:	Cathy Dowling, Assistant Director of Nursing & Patient Experience		
Dyddiad: Date:	22 nd May, 2019		

Pwrpas yr adroddiad / Purpose of the Report (*dilewch fel yn addas / delete as appropriate*)

<i>I'w ymeradwyo</i> For Approval	<i>Ar Gyfer Cefnogaeth</i> For Endorsement	<i>Ar Gyfer Penderfyniad</i> For Decision	<i>Ar Gyfer Trafodaeth</i> For Discussion
			X

1.0 Situation

The second cohort of student nurse recruitment managed via the Student Streamlining Project has just completed with 118 nursing students accepting offers of Band 5 posts within Swansea Bay University Health Board. These students will commence their new registrant posts in September 2019, subject to successful NMC registration and satisfactory pre-employment checks.

2.0 Background

The purpose of the Student Streamlining Project (SSP) is to streamline the employment process of nursing students graduating from Welsh Universities into employment within NHS Wales and to increase student retention rates within NHS Wales.

It was recognised that a lot of resources and time were focused on recruiting nursing students throughout Wales. This included considerable duplication of effort undertaking competitive interviews and multiple pre-

employment checks for University placements, Bank positions and substantive employment

In addition, the Terms of Conditions of the revised Bursary offer (April 2017) required the management of transition from student to employee or the recovery of Bursary costs.

The first cohort recruited via the SSP were students who qualified as nurses in March 2019. Lessons were learned from this pilot cohort and changes to the process and time-line were made to improve the process for the second cohort.

3.0 Assessment

864 students were available that had commenced their nursing degree in September 2016. The split per university is shown below:

Bangor	165
Cardiff	224
Swansea	266
University of South Wales	209

566 students submitted an application via the SSP scheme. The 298 who did not submit were a split of 265 who opted out and 33 unknown. The 265 who opted out are shown below represented by the university:

Bangor	160
Cardiff	27
Swansea	55
University of South Wales	23

It must be noted that Betsi Cadwaladr University Health Board had withdrawn from the SSP process for this cohort and did their own recruitment hence reflected in the numbers of student who withdrew from the scheme at Bangor University.

Of the 55 students who opted out at Swansea University, 15 are MSc degree students who will not complete their course until December 2019 and they will be recruited as part of the next round. Other reasons included 10 who had taken jobs outside of Wales, 9 recruited outside of the SSP process, and then a range of private sector, bank and personal reasons etc.

The 566 students who did opt into the scheme were able to insert four preferences for a post. 502 were allocated a position with 78% getting their first preference. The students that were unallocated via the scheme were

entered into an escalation process and have since secured posts. The main reason for not being allocated was that there were insufficient vacancies on the system for the number of Mental Health and Learning Disability students. Other reasons were incomplete/poor application, and students who made limited choices for areas that had few vacancies.

The 118 students who have been offered positions in Swansea Bay University Health Board are spread across the organisation as follows:

Morrison Hospital	73
Singleton Hospital	10
Neath Port Talbot Hospital	7
Gorseinon Hospital	1
MH & LD services	23
Position to be confirmed	4

The overall experience was more streamlined for this second cohort. Managers have been able to provide their feedback and raise any concerns via the Health Board key contacts for the scheme. Further evaluation by the SSP team will be undertaken and shared with organisations; this will include evaluation by the students.

The debate about whether an interview should be included in the process is not fully resolved. The next cohort time-line (attached) has been approved and released and does not include an interview.

4.0 Recommendation

Members are asked to note the information contained within this report and to continue to support the SSP recruitment process.