

Emergency Department (ED), Recruitment Update September 2012

1. Consultants

Substantive: - 2 adverts have been placed since November 2011, one for 5 ED consultants and one for 2 joint appointments between ITU and ED. Unfortunately the response to both these adverts was poor and there were insufficient suitably qualified practitioner to move forward to the interview phase. A further advert is due in the British Medical Journal for the roles above in the next two weeks, in addition we will be advertising in Eastern Europe and for a joint post with Ealing Hospital NHS Trust. The team will be putting in place additional Acute medicine consultants to fast track the obvious medical patients through the ED.

Locum: - Currently we have a number of regular consultant locums who have substantive NHS jobs at other Trusts. We will have a rolling advert for these locums on going which support regular sessional work. Unfortunately these members of the team are only able to commit to approximately two sessions per week.

2. Middles Grades/ Junior doctors

Substantive: - An advert was placed on NHS jobs for 10 posts to which we had 90 applicants, 15 were invited to interview, unfortunately none passed the interview process which included clinical workstation assessments. A further advert in the British medical journal is currently open and closes the end of this week. Interviews will be held week commencing 2nd October 2012

We have received several CV's from agency, 2 are possible employees, and these will also be interviewed on the upcoming recruitment day.

We are in the process of translating an advert ready for publication in Eastern Europe.

Locum: - The current quality and reliability of locum middle grades is poor. The consultant body are currently looking at how to improve the quality and management of these medical staff.

3. Nursing staff

Substantive: - Two very successful recruitment days have been held in July and August appointing to all the current vacancies at a band 5 and 6 level with both newly qualified nursing staff and experienced ED nurses. A single vacancy remains at band 7 level and a secondment to a band 8a.

Locum: - Reliance on Bank and agency staff will significantly diminish over the coming 3 months as the new starters come in to post.

4. Administration staff

Substantive: - The team has currently 2.5 vacancies which are about to go out to advert.

Locum:- There has been heavy reliance on bank admin staff due to insufficient posts in the budget to cover all areas (NPH ED; CMH ED and AAU) 24/7, this cost pressure is being minimised by reconfiguring shifts and staff across all units mentioned above, matching staffing levels to workload. For example ED at CMH overnight will be managed remotely by the NOH ED admin team.

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September 2012.