

Innovating to recruit

ULHT are leading the way with creative ways to recruit and retain staff as part of a drive to tackle staffing shortages in many services and specialties.

The Trust has a large number of vacancies. We aren't alone, as there is a national shortage of many speciality doctors and nurses and there isn't going to be an influx of staff in the short to medium term to fill all the vacancies.

So we are being as imaginative as possible to recruit and retain our staff.

Where we have a vacancy that is hard to fill, the Trust has looked at if there's an alternative role, could we use an apprentice, or can we offer training and support to attract people to our hospitals?

Here are some of the schemes we've adopted at ULHT.

Nursing cadet apprenticeship - This new programme aims to attract 15 nursing cadet apprentices to join Pilgrim. Whilst employed by the Trust, the 13 month-long placements will see the cadets rotate across various wards and departments in order to gain a thorough understanding of the basics of care.

Nursing associates – This healthcare support role will sit alongside existing nursing care support workers and fully-qualified registered nurses to deliver hands-on care for patients.

ULHT started to pilot the training of the nursing associate role early this year. We will be looking at having our trainee nursing associates mainly at Pilgrim to strengthen our workforce.

These nurse associates have the potential to transform the future of the nursing and care workforce. Using these new roles will help with the current and predicted shortfall in registered nurses.

Orthopaedic acute care practitioners – Working at Pilgrim, the aim of the new role is to help with the shortage of junior doctors by bridging the gap between nursing and medicine.

Occupational therapists/physio apprenticeships - The Trust is leading on the development of the first ever degree apprenticeship for the roles of physiotherapist and occupational therapist (OT). This programme hopes to boost numbers of allied health professionals coming into the NHS.

Pharmacy technicians – These are trained pharmacy staff able to undertake medicine rounds and administer medication to patients. Helping to free nursing time to provide one-to-one direct patient care.

Advanced practitioners - An example of how we are extending the current roles and responsibilities of nurses, which provides them with more opportunity for career development. Currently in areas such as surgery, cardiology, neonatology and radiology.

A&E masters - Whilst working in an A&E, doctors are given time off each week to study for a part time masters degrees or PhD and the course fees are paid for by the Trust.

Rural health certificate for junior doctors – Undergraduate course: available to any registered professional with an interest in rural healthcare, exposing them to the challenges involved in both developing and delivering healthcare services within Lincolnshire.