

To:	Trust Board
From:	Lucy Ettridge
Date:	5 September 2017
Essential Standards:	

Title:	ULHT innovation report – Innovating to recruit and retain staff
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Author/Responsible Director: Barry Wood/ Jan Sobieraj

Purpose of the Report: To provide the Board with an update on innovation projects, service improvements and good news from across the organisation.

The Report is provided to the Board for:

Decision	<input type="checkbox"/>	Discussion	<input type="checkbox"/>
Assurance	<input type="checkbox"/>	Information	<input type="checkbox"/>

Summary/Key Points:
 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, and there isn't going to be an influx of staff in the short to medium term to bridge the gap. 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
- Nursing associates
- Orthopaedic acute care practitioners
- Occupational therapists/physio apprenticeships
- Pharmacy technicians
- Advanced practitioners
- A&E masters
- Rural health certificate for junior doctors

Recommendations:
 To note

Strategic Risk Register	Performance KPIs year to date
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Resource Implications (e.g. Financial, HR)

Assurance Implications:

Patient and Public Involvement (PPI) Implications.

Equality Impact

Information exempt from Disclosure

Requirement for further review?