# RECRUITMENT PROCESS OPTIMISATION

**Recruitment is crucial to NHS Trusts.** Yet the process can be long, complex and time consuming. Getting your processes right is more than just important; it's critical. Making sure your recruitment campaigns are successful whilst being cost effective in the delivery of your recruitment services is imperative.

NHS Shared Business Services (NHS SBS) recruitment optimisation service provides solutions to help Trusts successfully recruit candidates and achieve best practice benchmarks. Our experts will review your internal HR processes to see if your operation could be streamlined whilst making the best use of available technology and identifying activities that can be outsourced or automated saving considerable time and money.

Our complete process review will show you how to optimise your time – whether moving paper processes to online transactions or completing a full move across to automation.

Our aim is to deliver cost savings, improve efficiency and improve your recruitment outcomes.

Helping the NHS to save money and enhance quality so that the NHS can improve health, innovate to save lives and deliver better outcomes with care and compassion.

**www.sbs.nhs.uk**

## RECRUITMENT CHALLENGES AT INDIVIDUAL TRUSTS

**REVIEWS OF OVER 50 NHS TRUSTS REVEAL:**

- Long, complex and time consuming processes with little control or ownership
- Costly errors that arise from manual procedures
- Poor service quality due to lack of training for HR managers and recruitment team
- Paper-based processes covering gaps in technology
- Requirement to reduce recruitment costs to reinvest in other areas of organisation
- Little or no recruitment reporting , integration of requisition and approvals process or workforce planning

**THE NHS SBS SOLUTION:**

- Recommendations that increase efficiencies, enabling greater control
- Automation and Managed Services that minimise error by removing manual intervention
- Insights and training practices that improve service quality and replace complexities
- Automated solutions to replace paper documents, spreadsheets and forms
- Fully integrated outsourcing and managed services reduce costs and processes
- Comprehensive process review of recruitment and workforce planning, including HR, payroll, processes and report production procedures
- Achieves NHS best practice benchmarks

Our experts will perform a full, comprehensive process review of your recruitment procedures, providing diagnostics and a recommendation of how you can streamline.

Our automation solutions can help you save money and go paperless, meeting NHS targets at the same time.

We can also offer a full range of Managed Services should you wish to consider alternative approaches to delivering HR.

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