



## HARD TO FILL POSTS SOLUTION

Having enough staff with the right skills in the right place at the right time is a fundamental issue for the NHS. In a recent survey, **two thirds (66%) of Trust heads reported workforce as the most pressing challenge** to delivering high-quality healthcare at their Trust.

Workforce shortages across the health sector have increased the challenges facing NHS Trusts in filling vacancies. Roles remain unfilled or take considerable time to find appropriate candidates with one factor being the generic approach to candidate attraction.

NHS SBS **HARD TO FILL POSTS** solution analyses your recruitment campaign success and provides you with practical candidate attraction techniques and best practice recruitment processes to recruit to your hard to fill posts

The NHS needs to grow by 190,000 clinical posts by 2027 to meet demand.

Let NHS Shared Business Services help you:

- Develop a recruitment plan using our NHS recruitment knowledge and expertise
- Secure the supply of staff to make yours a flexible and adaptable workforce
- Help you meet the 25% increase in both nurse and medical school places from 2018
- Reduce your agency and temporary staff costs and streamline your time-to-hire process

## WHY NHS SHARED BUSINESS SERVICES?

Our recruitment and workforce business stream provides a full range of services designed to support NHS Trusts meet their workforce challenges.

From consultancy and advisory services delivered by experienced and knowledgeable professionals through to value added recruitment services that include reporting, the implementation of regional campaigns, and talent pool management.

### THE NHS SBS SOLUTION helps Trusts address hard to fill posts by:

- **Making the most of recruitment marketing budgets**
- **Optimising advertising and marketing content**
- **Measuring campaign success**
- **Identifying which Social Media channels are most effective**
- **Utilising talent pools**
- **Using alternative careers sites and job boards**

**Our detailed analysis of your Trust's recruitment approach and use of candidate attraction techniques will enable us to identify opportunities and cost effective actions to improve your vacancy fill rate.**

The NHS challenge

Britain's jobless rate remained at 4.2% in the first three months of 2018.

Are your advertisements compelling, attractive and realistic?

How visible is your brand in the local community?

NHS Shared Business Services advisory services complement our core transaction based services.

Our investment in technology and ability to leverage our knowledge of best practice from across the NHS we can provide Trusts with tailored solutions and support.

The Hard to Fill Posts service is focused on providing Trusts with practical advice and realistic actions to improve their candidate attraction and vacancy fill rate.

