

UPDATE ON STRATEGIC RESOURCING INNOVATION FORUM (SRIF) WORKPLAN

The RSSC have continued to feed into the work of the SRIF group. During the month of October all members of SRIF attended a Service Design Training Programme which all found to be beneficial. The four workstreams are continuing with their activities with the following providing a high level synopsis of progress against the workplan:

1. Performance Improvement Work stream

- Regional Recruitment & Selection Framework document has been drafted with consultation to date through the HR Family. This document will be shared with the wider group of stakeholders for comment in the coming weeks. A series of associated guidance documents are also under development. Target date for completion is end March 2018.
- Streamlining of pre-employment checks – a sub group is finalising proposals to be presented to the main Performance Improvement Workstream on 12th December 2017 regarding the actual checks to undertaken. This mirrors work recently undertaken by NHS Employers and will take account of their research and recommendations as well as local intelligence.

In addition, a workshop is planned for 27th November 2017 to explore the options for a portal where appointees can upload their documents required as part of the pre-employment checking process. This would potentially both improve the applicant experience and speed of processing. Target date for completion is end March 2018.

- A region wide e-learning and skills training programme is currently in development in consultation with the Leadership Centre. Target date for completion is end March 2018.

2. System work stream

- A reporting workshop was held on 9th October 2017 which was well received and facilitated a sharing of knowledge. This group are now focusing on the development of guidance to underpin the workshop outputs.

- A user experience survey is currently being finalised with a view to this being issued during November 2017. The output from this would inform next steps across the whole Recruitment & Selection process.

3. Attraction Work Stream –

- This work stream has developed HSC pull up stands and flyers to facilitate careers fairs in the immediate future. The group are continuing to work on further developments with our advertising agents ASG to support development of a marketing. Target date for completion is end March 2018.
- Two careers events have recently been attended as a HSC family, one for University graduates and one aimed at school leavers. Both were busy events. Further activity to enhance the HSC presence at such events is under discussion.

4. Selection Work Stream

- Research into Occupational Testing through key experts is nearing completion. This is expected to culminate in a proposal to be presented to Human Resource Directors on 8th December 2017. In all probability this is likely to recommend the need for a procurement exercise to be conducted to engage suitable companies to support the development of / use of Occupational Tests in the HSC.
- A 'Menu of options' for managers around the selection process is under development. This aims to provide practical guidance for managers using a 'case study' approach. This is expected to be available for sharing with service managers at a further stakeholder engagement event planned for 25th January 2018. Target date for completion of this suite of options is end March 2018



KARYN PATTERSON (Mrs)
Head of HSC Recruitment & Selection Services
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