

# Futureproofing NHS Hiring

The NHS is the biggest employer in Europe, and the world's largest employer of highly skilled professionals. But its recruiters are feeling the strain. A transformation is needed to recruit both more efficiently and effectively at high volumes and high velocity.

## WHY NOW?

Over the past decade, workforce growth has not kept up with the increasing demands placed on the NHS. It's time to proactively fix this!

### Major workforce shortages.

Across NHS Trusts there is a shortage of more than 100,000 staff.

### Professional to patient gap set to soar.

Kings Fund projects that the gap between staff needed and the number available could reach between 250,000 and 350,000 by 2030.

### Doctors and nurses are stretched.

In the UK there is one doctor for every 356 people, compared with one for every 277 people on average across comparable countries.

### Agency spend is too high.

In 2017/18, NHS trusts spent £5.5bn on temporary staff to cover vacancies and other short-term absences, accounting for over 10% of total pay costs.

### Vacancy rates are high.

The number of posts advertised as vacant in the 3 months to 31 March 2019 was 2.4% higher, at 89,589 FTE, than in the same period in 2018.

### Stress levels are mounting.

The latest NHS staff survey showed that 38% of staff had felt unwell during the previous 12 months due to work-related stress. Sickness absence in the NHS runs around 2.3 percentage points higher than in the rest of the economy.

### Workforce is ageing.

Nearly a third of qualified nursing, midwifery and health visiting staff are over 50 years old, with one in three expected to retire in the next 10 years.

## WHO BENEFITS?

Oleeeo's Recruiting Enablement platform for the NHS puts your data to work, leveraging automation and analytics.

As a result:

**1** Recruiters reduce their administrative workload, while screening high volumes of candidates and pinpointing top candidates faster and more confidently

**2** Hiring managers accelerate their decision making, enabled by data-driven insights, automated interview management, and mobile feedback

**3** Candidates experience an inclusive process, tailored to attract and engage them

## EMPOWERED RECRUITERS

The NHS aims to reduce substantive vacancy levels to 5% by 2028.

Fast-track a shortlist of qualified candidates ranked against the most meaningful decision criteria in minutes, not days.

## HAPPY HIRING MANAGERS

57% of job seekers lose interest if the hiring process takes too long.

Automate interview scheduling and make it easier to capture interview feedback.

## DELIGHTED CANDIDATES

62% of public sector recruiters say talent scarcity is their biggest.

Create multiple recruiting workflows to engage candidates more effectively.

## WHAT'S INVOLVED

### Inclusive Content

From creating gender neutral job descriptions to delivering the right content at the right time to the right candidates, candidates are attracted and engaged more effectively.

### Automated, Data Driven Technology

From configuring multiple workflows to supporting intelligent candidate selection to providing data-driven insights, all functionality is designed to enable recruiters to work more efficiently and effectively.

### Efficient Processes

From fast tracking top candidates to scheduling interviews to nurturing candidates, tasks and process steps are automated wherever possible.

## RECRUITING ENABLEMENT PLATFORM MUST HAVES



### Comprehensive

Functionality to support applicant tracking, assessments and screening, candidate engagement, interview and event management.



### Configurable

Ability to configure multiple tailored workflows, based on the role, candidate attributes, and more.



### Automated

Data-driven and templated automation, along with bulk processing.



### Data-Driven

AI and machine learning to remove bias from and give insights into the effectiveness and efficiency of recruiting.



### Inclusive

Ability to combine data-driven decision making with tailored content at every step in the workflow.

## KEY OUTCOMES OF EFFECTIVE RECRUITING ENABLEMENT

### Speeding alignment of recruiting with desired business outcomes

**30%** 30% improvement in quality of hire.

### Reduce administrative burden on recruiters and hiring managers

**90%** 90% more efficient screening.

### Mitigate bias

**150** There are over 150 defined types of decision-making, belief, and unconscious biases.

### Enable tailored employer value propositions (EVP)

**19%** Only 19% of employees say their experience at work matches the brand.

### Improve decision making

**10%** Decisive hiring managers hire 10% more high-quality candidates and 11% fewer low-quality candidates than typical hiring managers.

### Engage & hire more diverse talent

**21%** Gender-diverse companies are 21% more likely to have financial returns above their respective national industry medians.



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## LEARN MORE

[www.oleeo.com/nhs](http://www.oleeo.com/nhs)

[nhs@oleeo.com](mailto:nhs@oleeo.com)