

NWSSP Trainee Wins Institution Project Award



Many Congratulations to our Trainee Performance Standards Engineer Rebecca Mason on receiving the Institution Project award from the Institute of Mechanical Engineers.

Rebecca was one of our Network 75 students who graduated earlier this year with a first-class honours degree in mechanical engineering. The university was so impressed with her dissertation on operating theatre ventilation, that they submitted it to the Institute of Mechanical Engineers as an example of high-quality academic work.

On learning of the award, Rebecca said "I am really thrilled and so grateful for the support of colleagues in Specialist Estates Services local health boards".

We're delighted Rebecca is now one of our own staff and that she is now progressing with her Masters Degree in Building Services Engineering MSc from Brunel University. All of us at SES and NWSSP are extremely proud of the work Rebecca has put in over the last 5 years during her Network75 programme and we look forward to her bright future within our permanent engineering team!

Recruitment Modernisation Programme

Recruitment undertook a Workforce and Organisational Development responsiveness programme in 2021, where feedback was received on how to improve the service. This led to the development of the Recruitment Modernisation Programme whereby a number of changes and improvements have been made to Process, Education and Technology.

Key process changes that have been implemented include;

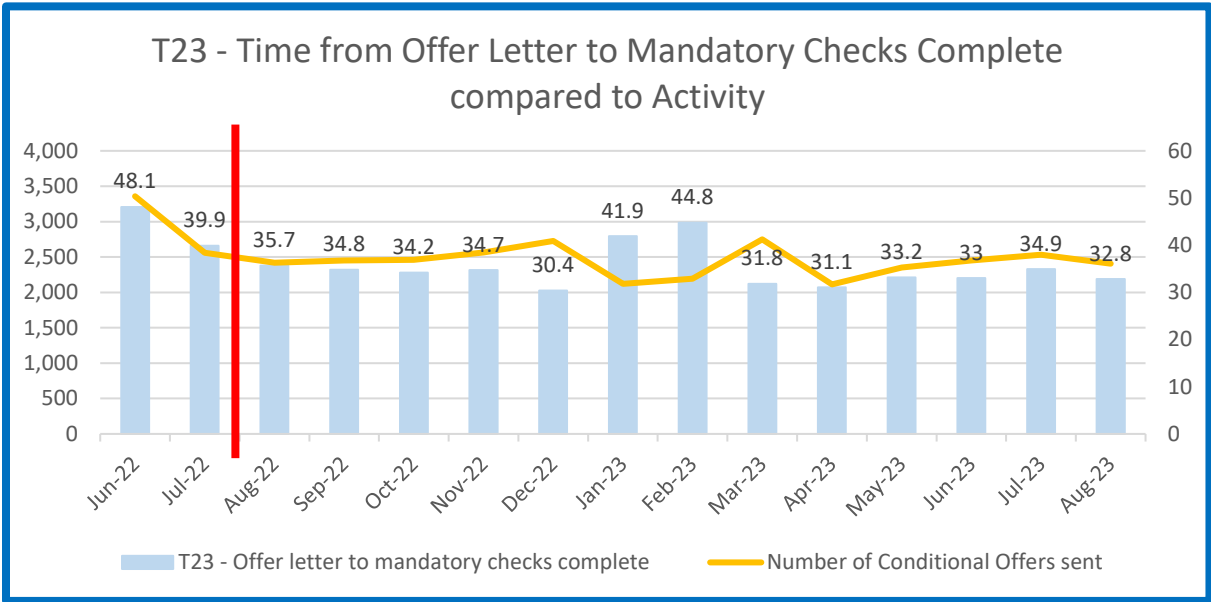
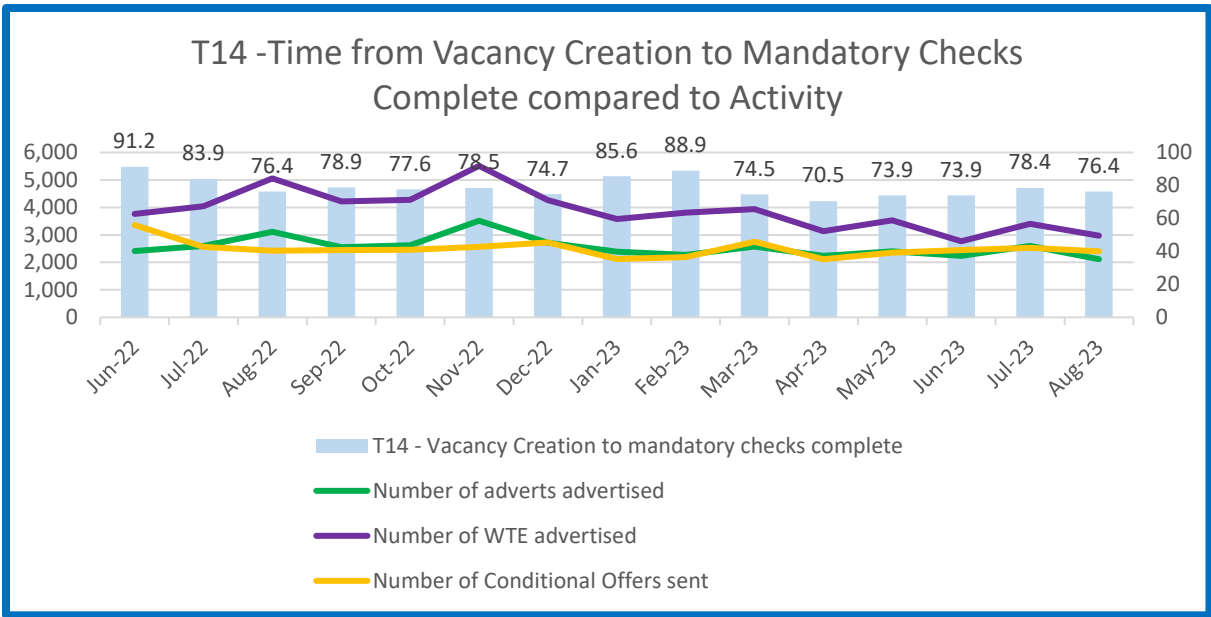
- reducing the pre-employment checks that are mandatory prior to start date.
- booking a provisional start date with the candidate at time of verbally offering the post
- no references for internal to organisation appointments
- recruitment can approve references if they contain no sickness or disciplinary information.
- implementation of Digital Identity Validation software (Trust ID)
- Supporting roll out of the new Occupational Health (OH) system – OPAS G2 to be complete by December 2023.

Activity levels have significantly increased since pre-pandemic times as the tables below demonstrate.

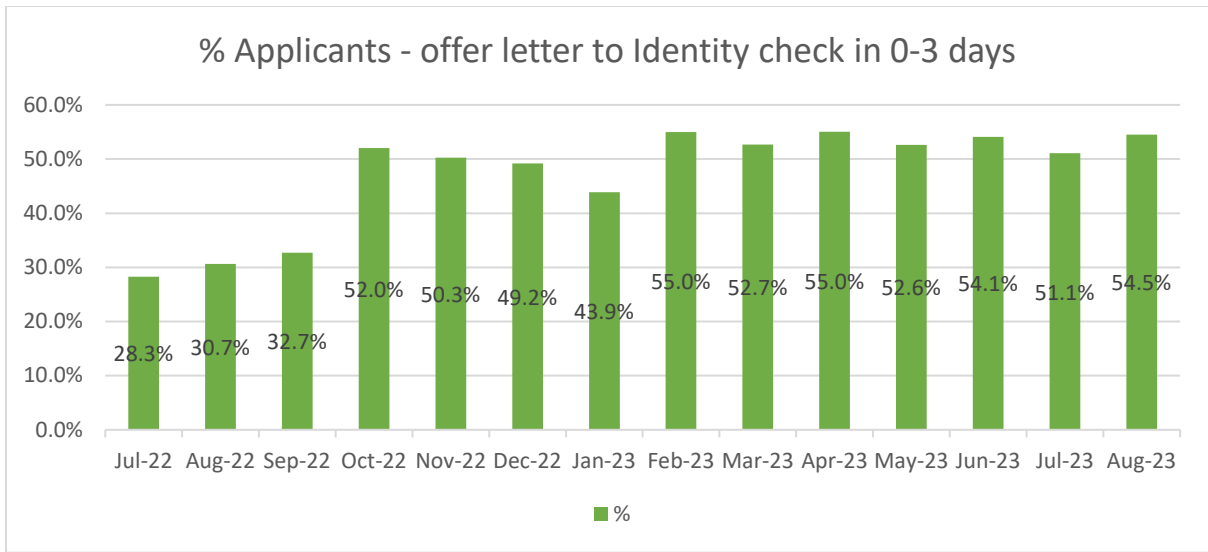
Recruitment Volumes	2019/20	2022/23	Number increase	% increase
Number of Vacancies Raised	19,019	43,880	24,861	56.7
Number of WTE Raised	29,882	75,056	45,174	60.2
Number of Conditional Offers Sent	18,202	30,475	12,273	40.3

Recruitment Volumes	Apr-23	May-23	Jun-23	Jul-23	Aug-23	2023/24 Forecast based on 5 months activity
Number of Vacancies Raised	4,827	4,752	4,549	4,777	4,358	56,000
Number of WTE Raised	7715.8	6930.6	6526.1	8261.8	6314.4	86,000
Number of posts advertised	2,233	2,397	2,238	2,600	2,116	28,000
Number of WTE advertised	3130.0	3535.3	2769.2	3405.9	2967.4	38,000
Number of Conditional Offers Sent	2,113	2,350	2,451	2,534	2,405	28,500

Despite the increases in activity, the process changes implemented are showing improvements and reductions in the time to hire, see graphs below.



The implementation of Trust ID in October 2023 has also seen an impact on the time taken to complete identity checks, with over 50% of applicants now completing their identity check within 3 days of receiving their offer letter, compared to 30% prior to implementation. As applicants can access this system 24 hours a day, 7 days a week at their convenience, a target for this is 75% of applicants completing this within 3 days.



In conclusion the changes that have been implemented under the Recruitment Modernisation Programme mean that vacancies are filled more quickly, providing benefits for the employer and employee, while still maintaining safe and robust recruitment practices.