

Recruitment Strategy - **Priority Actions**

We have a strong, positive employer brand - What are the priority actions for this strand?	
Action	Team members supporting this action
Create a Manx Care section on the Recruitment Website	Nicole & Joe – TAS
Strengthen our Employee Value Proposition – Why is Manx Care different to the NHS as a place to work? What are the things we offer to candidates/employees that work with us?	Nicole & Joe – TAS Care Group Managers, Clinical Directors and Matrons Paul Moore Sree Andole
Continue to develop a co-ordinated approach to job fairs, careers fairs/events and open days	Nicole & Joe – TAS Oliver Radford Sree Andole Paul Moore Relevant Care Group managers for role specific careers events Merita Taylor
Identify the positive news stories within Manx Care that we can use as promotional content - highlighting new initiatives/projects/work being undertaken	Nicole & Joe – TAS Care Group Managers and Matrons Sree Andole Paul Moore Merita Taylor Louise Quayle

We have pro-active and competitive recruitment - What are the priority actions for this strand?	
Action	Team members supporting this action
Workforce planning frameworks within teams, including establishing vacant positions and our priority roles to fill	Nicole & Joe – TAS Linda Wheeler & Anne Corkill Paul Moore Sree Andole Care Group Managers

	Care Group Clinical Directors and Matrons
Review current work permit exemptions and identify other roles that should be exempt and make a case to Work Permits for exemption	Nicole & Joe – TAS Care Group Managers
Develop successful Apprenticeship programmes in care roles, e.g. HCA, Therapies	Nicole & Joe – TAS Oliver Radford Care Group Managers Jackie Lawless Linda Wheeler & Anne Corkill
Review relocation package use and develop a consistent approach for its use across hard to recruit to roles	Nicole & Joe – TAS Linda Wheeler & Anne Corkill Jackie Lawless Oliver Radford

We have methods of assessment which find the best candidate - What are the priority actions for this strand?

Action	Team members supporting this action
Continue to develop and use more of the values based recruitment process and assessment centres, including: Situational judgement exercises, Psychometric testing, Presentations, Written exercises, Facilitated discussions and Role plays.	Nicole & Joe – TAS Paul Moore Sreen Andole Care Group Managers and Matrons
Implement the previously designed Consultant assessment centre framework	Nicole & Joe – TAS Sree Andole
Impact assessments to evaluate specific recruitment campaigns	Nicole & Joe – TAS

We have prepared and engaged candidates joining us - What are the priority actions for this strand?

Action	Team members supporting this action
Increase speed of pre-employment checks i.e. using more conditional appointments, asking candidates to bring documents to interviews	Nicole & Joe – TAS Care Group Managers and Matrons
Identify buddies for people who have relocated to support them during their 1st year	Nicole & Joe – TAS Care Group Managers and Matrons
New starter welcome video from Teresa Cope to welcome them to the role when they receive their confirmation of start date	Nicole & Joe – TAS Merita Taylor

We have a good exit process - What are the priority actions for this strand?

Action	Team members supporting this action
<p>Establish what a revised exit process would look like based on good practice and research. Building into this whether there can be someone independent that can pick up exit interview/questionnaires and discuss other opportunities within Manx Care that could be alternatives to leaving the organisation.</p>	<p>Nicole & Joe – TAS Sue Waddecar Louise Quayle Linda Wheeler</p>