

NHS SBS Employment Services: Recruitment



Recruiting Together

A collaborative approach to supporting NHS recruitment challenges

Optimise and transform your recruitment processes

The NHS faces a challenge of providing sufficient resources to meet increasing demand whilst also reducing costs. The 5 Year Forward View (5YFV) shows that by 2020 the NHS will be larger and caring for more patients - with more complex requirements - than today.

The NHS workforce will need to grow and the 5YFV report highlights the need for Trusts to plan for and recruit a bigger workforce, without increasing administration costs. This means Trusts must become more efficient.

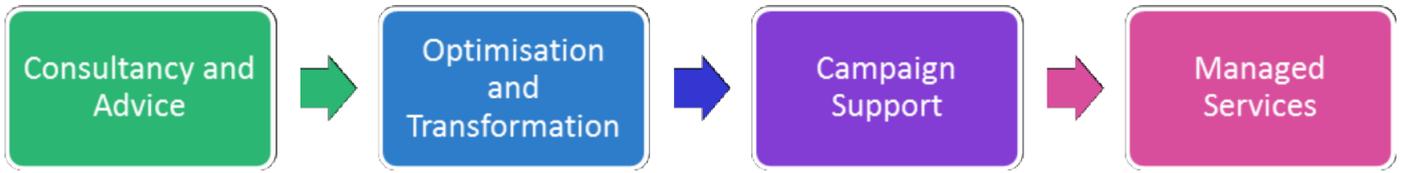
NHS Shared Business Services (NHS SBS) offers a flexible range of recruitment services specifically tailored to meet the complex demands of the NHS. Whether you need an expert review of your current processes or you are looking for a full end-to-end recruitment service, we have the skills to help.

Our team of dedicated specialists help clients to achieve their workforce objectives, by getting the right people in the right roles at the right time.



Transforming
recruitment
in the NHS

How can we help?



Our **Consultancy and Advice** service provides access to our NHS recruitment specialists. With over 10 years of experience in optimising recruitment processes in over 60 NHS Trusts, we use our extensive knowledge of NHS recruitment best practice to provide relevant and valuable guidance.

Designed for NHS Trusts and STPs seeking to address the challenge of rationalising their back office services the **Optimisation and Transformation** programme builds on the consultancy services by providing:

- Detailed review and analysis of existing processes and comparison to best practice benchmarks.
- Recommendations for transformation including resources and organisation structure, standard procedures, optimisation of technology, reporting and management information.
- An implementation roadmap highlighting quick wins, programmed improvements and long-term goals supported by a **full business case**.

The dynamic nature of today’s NHS means tomorrow may bring unexpected recruitment challenges and peak demands for recruitment processing. Our **Campaign Support** enables Trusts to take advantage of our recruitment services on a one-off basis; this also provides an ideal opportunity to pilot our service.



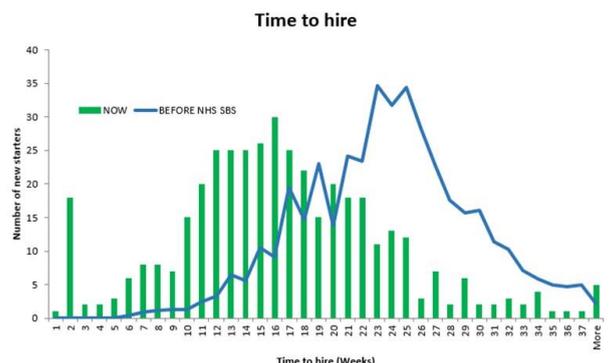
Our full end-to-end **Managed Service** supported by advanced recruitment technology. With full visibility, you remain in control.

The service includes online requisition forms that provide an auditable approval process and a full suite of optimised processes configured specifically for NHS recruitment. The **Managed Service** provides full support to recruiting managers, along with training and a full suite of management reports.

Our success

Staffordshire and Stoke on Trent Partnership NHS Trust, the biggest integrated health and social care provider in the UK, has transformed its recruitment processes.

Working in collaboration with NHS SBS, the Trust now has a **faster** process, **reduced** core time to hire by 40%, released significant **efficiency** savings and delivered an **effective** service that scored over 90% in the Trust customer satisfaction survey.



Benefits of our service

Place employees in posts faster, cutting the overall cost to recruit and reduce your reliance on agency staff covering vacancies.

Reduce the cost of routine processing—benefit from our economies of scale and access to leading technology.

A tailored service — as a trusted partner we work collaboratively with our clients to deliver a service which reflects the unique needs of each Trust.

Services delivered by experienced and knowledgeable teams with specialist NHS recruitment knowledge.

A recruitment service, fully compliant with employment standards and regulatory body requirements.

Positive candidate experience - applicants experience a professional and seamless service, from application through to appointment and beyond.

Recruit better employees and reduce staff turnover.



Collaborate with a proven partner

With over 10 years' experience adding value to the NHS, you can engage NHS SBS with confidence.

Let's talk
[sbs-
s.recruitmentsolutions
@nhs.net](mailto:sbs-s.recruitmentsolutions@nhs.net)

NHS Shared Business Services (NHS SBS) is the market leader in business support services for the NHS. We provide innovative finance and accounting, employment and procurement solutions that deliver operational efficiencies, improved service quality and real cost savings for our clients.

Our Employment Services are designed specifically for the NHS, adding value in the areas that really matter. We currently provide payroll, recruitment and employee benefit services to over 390,000 NHS employees across 131 NHS clients.

Formed in 2005 as a unique joint venture between the Department of Health and Sopra Steria, NHS SBS is proud to be part of the NHS family, with over 30% of the market using one or more of our products.

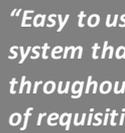
We've already delivered audited savings of over £400 million to our NHS clients and are on course to deliver £1 billion savings back to the NHS by 2020.



What do our customers say?



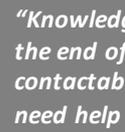
"Thanks very much for your support, it definitely makes a big difference in shortening the recruitment timescales."



"Easy to use recruitment management system that gives transparency throughout the process with full visibility of requisitions, vacancies & candidates."



"We (recruiting managers) receive regular prompts and reminders to complete actions. This is really helpful; we get very busy and genuinely forget. Regular contact throughout the process from the team with clear and frequent communications."



"Knowledgeable dedicated staff at the end of the phone. Always contactable if we have queries or need help with anything."



"a big thank you to the (recruitment) team; you have made the process of joining the trust very easy and straight-forward and I very much appreciate the time and effort."

(candidate feedback)