

NOTES OF THE RECRUITMENT AND RETENTION GROUP

Thursday 18 April 13.00 to 14.30

At Conference Room, NHS North Cumbria CCG Offices,
Ann Burrow Thomas Health Centre, South William Street,
Workington, CA14 2EW

In Attendance: Richard Pratt (RP) (**Chair**)
Kieron Bradshaw (KB) (**Notes**)
Julie Clayton (JC)
Mahesh Dhebar (MD)
Oliver Dorgan (OD)
Suzanne Hamilton (SH)

RR0086 **AGENDA ITEM 01: WELCOME AND APOLOGIES**

Apologies were received from Neil Anderson, Amanda Dunkley, Deb Lee, Rhia Heron, Kate North and Gillian Troughton.

There was conversation about where the work of the group currently is, highlighting changes in the membership and welcoming Richard Pratt to the group, and discussing the group's role in the wider Working Together Steering Group.

There was a reminder of the group's three priority areas:

- Being part of a workshop around diversity of the workforce, to support people from different groups (Kate North).
- Feeding into the review of the induction process, to ensure new staff are welcomed.
- Supporting the welcome of newly recruited medics from overseas.

RR0087 **AGENDA ITEM 02: AGREE SCOPE OF WORKSHOP TO SUPPORT INTAKE OF OVERSEAS DOCTORS**

JC gave a brief recap of the recent recruitment drive in India, explaining that doctors may be coming to Cumbria for three years initially, and the hope was to make them feel welcome to increase the chances of them staying.

Following discussion it was noted that first impressions count, and so it would be helpful to organise an early community welcome event/get together; for example, arranging a nice meal for the first night or soon after the medics arrive. It was recommended that the meal be comfort food rather than something the people are

not used to, as they will have had a long journey.

It was also recommended that there be a press release or public message to advise that the doctors would be coming, as this could be shared on the We Need West Cumberland Hospital Facebook page with a request the recruits be made to feel welcome.

ACTION: Following discussion it was suggested that the group asks other local groups and partners for support, to ensure there was capacity to deliver actions. Suggested groups to approach included:

- Person who runs culture bizarre in Carlisle (**RP to contact**).
- Mosque (**RP to contact**)
- Saj (**RP to contact**)
- Rotary (**JC to ask contact**)
- Caroline Hastings, for support/ideas (**JC to contact**)
- Sports groups, such as cricket clubs (**OD to contact**)

It was highlighted that the group needed to know the situation and circumstances of the people coming, in order to know what support they needed. It was recommended that some research be carried out amongst people that have already moved to the area, to find out what was good and bad when they arrived. MD advised that there was a consultant anaesthetist who relocated from India to Cumbria, and noted it may be helpful if the group could speak to them as part of the research to find out what was good and bad when they arrived.

ACTION:

- MD to jot down from memory what was good and bad when he moved here.
- Kate North to identify if any women coming alone.
- SH to check if there is a pro forma for new staff to complete about their circumstances, and whether the group could add into that.
- JC to contact Raj Verma, the clinical lead for paediatrics leading this work.

There was discussion of where the medics would be living, and some suggestions included house sharing with other staff, staying as lodgers, and Summer Grove (link with UCLAN). There was a recommendation that the Trust advertises through Staff News and Facebook, in case people have a room to offer.

ACTION:

- OD to look into seeing what support Homegroup may be able to provide (ask Ged where it got to and who his contacts were).

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- RP to research mobile homes/luxury caravans as option for accommodation.

There was a suggestion that the group shares a proposal with the new recruits; for example, saying that we propose to find them accommodation for several months until they find their feet – to see if they want that, as they might not need as much support as is being offered.

Other suggestions of support included:

- Ensuring the recruits have phones and SIM cards in place to allow them to contact loved ones in India.
- Ensuring the recruits live somewhere on a bus route, as they may not have transport. Think of their shifts and how that links with transport.
- Have a friend/buddy, both at work and in the community (have two) – someone to go round and ask if they are ok.
- Would be useful to have a calendar of upcoming community events to signpost people to.
- Welcome activities including accompanying to shops, out for coffee, places for a nice day out

ACTION: SH to share a message with the recruits to ensure they know they need to bring an International driving permit if they can already drive.

RR0088 **AGENDA ITEM 03: WORKSHOP AND PLANNING**

This item was covered during Agenda Item 2.

RR0089 **AGENDA ITEM 04: AGREE ACTIONS FOR EACH GROUP MEMBER**

See Agenda Item 2.

RR0090 **AGENDA ITEM 05: GENERAL RECRUITMENT UPDATE (STANDARD AGENDA ITEM FOR EACH MEETING)**

SH shared a recruitment update, highlighting the reduction in vacancies in Medical and Dental as posts were being filled. The update was as follows:

CPFT

Key Vacancies		March 2019		
Staff Group	Baseline (April 18) WTE vacancies	Vacancies WTE	Vacancy %	% Movement in Vacancies WTE Since Apr 18
M & D	24.97	18.07	16.68%	-27.63%
<i>Medical</i>	19.81	13.41	15.28%	-32.31%
<i>Dental</i>	5.16	4.66	22.65%	-9.69%
Nursing	66.23	71.10	7.71%	7.35%
All	176.00	75.28	3.04%	-57.23%

NCUH

Key Vacancies		Mar 2019			
Staff Group	Baseline (April 2018) WTE Vacancies	Vacancies Mar 2019 WTE	Vacancy % Rate	Target rate 31 Mar 2019	% Movement in Vacancies WTE since April 2018
M & D	95.10 (18.85%)	52.09	10.30%	12%	-45.23%
N & M	152.21 (11.76%)	128.72	9.97%	8%	-15.43%
All	384.47 (9.72%)	244.20	6.31%	N/A	-36.48%

Qualified N&M CPFT vacancies within Mental Health 45.03 wte
 Other qualified N&M staff vacancies CPFT 26.07 wte
Total N&M Vacancies CPFT 71.10 wte

ACTION: SH to see if it is possible to break it down by WCH CIC

ACTION: SH to find national vacancy rate, to compare North Cumbria to.

RR0091 AGENDA ITEM 06: ANY OTHER BUSINESS

There were no other items of business.

RR0092 **DATES AND TIMES OF NEXT MEETINGS**

The group agreed to hold a meeting in the first or second week of June, when there would be more information available about the doctors relocating to Cumbria.

ACTION: KB to share information about the next meeting when available.

The group agreed that the meeting originally scheduled for Thursday 30 May 2019, 10.30am to 12.00pm, be cancelled.
