

Planning Objective 1.2

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Update: 2025/26 Q1, Q2, Q3

What is the aim of the Planning Objective?

- **Planning Objective 1 Scope:** Foster a workplace culture of connection, appreciation and positivity, enabling our people to thrive.
- **Key Deliverable/Action: Create a positive workforce culture – 1.2** Strengthen the workforce by: a) equipping all with the knowledge, skills and development needed through education and simulation b) **by attracting high calibre candidates to vacancies** c) by collaborating with schools, colleges and university to ensure future generations think of careers in health.
- Attraction of high calibre candidates for all our vacancies linked with our stabilisation programmes and creation of an environment which enables a positive experience for staff at work.
- Minimise bias by implementing fair and transparent recruitment practices.

What have been the key achievements so far?

- Fastest recruiters in Wales. Exceeding Key Performance Indicators/Targets;
- Agenda for Change Senior Leader Recruitment Pathway;
- Medical & Dental (M&D) Senior Medical Leader Recruitment Pathway;
- New suite of M&D Job descriptions/person specifications;
- Vacancy position reduced from c500WTE to c250WTE since vacancy controls introduced;
- Reduction in agency workers. 50% of all agency workers now covering vacancies;
- Inclusive Pathways for entry level: No Application, No interview. Partnership working;
- International Recruitment;
- Hard to Fill: Headhunting, Finders Fees, conversion pathways, local and national campaigns including social media.

What needs to be done next?

- Continue with stabilisation programmes – Medical & Dental;
- Establishment reviews underway by Workforce Planning. Key question to ask - Do we really struggle to attract/recruit?
- Artificial Intelligence – challenge versus opportunity;
- First and lasting impressions. Could we be better?

What are your take home messages for the Committee?

- Fastest ever recruitment;
- Lowest ever volume of vacancies;
- Highest ever number of staff;
- Lowest ever volume of agency workers covering vacancies;
- 1.88million reach via Swyddi Hywel Dda Jobs social media platforms;
- 100% compliance with regards to immigration, DBS, pre-employment checks – ensuring patient and staff safety.

Recommendation

The Committee is asked to:

ACKNOWLEDGE the key achievements of the recruitment function – as they continue to deliver key objectives regarding attraction strategies and strive to improve accessibility and inclusivity within the recruitment pathway through innovation and partnership working.