Benefits of implementing streamlined HR processes

- Improve staff experience, which in turn can improve patient care.
- Reduce overall time to hire successful candidates.
- Vacancies filled quicker, therefore less reliance on temporary or agency staff.
- Improved quality of data through increased use of the electronic staff records (ESR) system.
- Prevent the unnecessary duplication of statutory and mandatory training.
- Reduce risk through more robust pre-employment checks.
- Save time and money, increase productivity.

There are approximately 55k doctors in training at any one time within the NHS

Over a 10-year training career, doctors in training move organisation an average of 10 times, for some doctors this could be as many as 16 times

25,000 doctor days a year are currently spent on identity and pre-employment checks

Streamlining in practice, the evidence so far...

1. Recruitment
   - Implementing factual references reduced overall time to hire by 16 days.

2. Pre-hire
   - Inter Authority Transfer

3. ££ saved by accepting inter authority transfers (IAT) and certificates of training, reducing the time that new starters have to spend on corporate induction and training.

4. Occupational Health
   - Access to previous immunisations records, removing unnecessary clinical intervention.

5. Mandatory & Statutory Training
   - £216 saved per staff member.

6. After re-organising recruitment processes, one NHS trust's time to hire is down from 26 to 15 weeks and document processing times from 35 to 19 days.

7. Since conducting a review of onboarding documentation for doctors in training one trust has reduced the number of documents processed by 43%, from 14 documents to six per doctor in training.

References
2. Reducing the time to hire with factual references at Derbyshire Community Health Services NHS Foundation Trust.
5. Case study – statutory and mandatory training, reducing the training for new starters.
7. Sheffield Health & Social Care NHS Foundation Trust review of doctor in training onboarding information.