

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

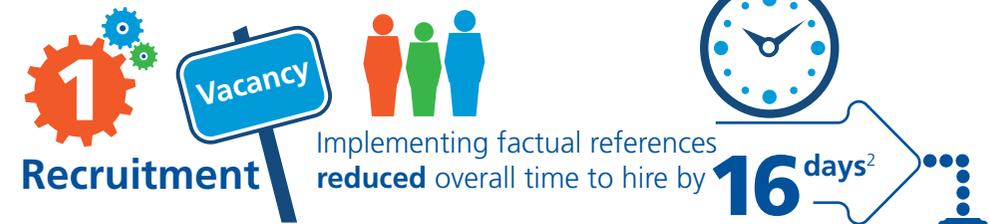


Over a **10-year** training career, doctors in training move organisation an average of **10 times**, for some doctors this could be as many as **16 times**

25,000 doctor days a year are currently spent on identity and pre-employment checks¹



Streamlining in practice, the evidence so far...



✓ 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 days⁶

✓ 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 training⁷

References 1. Distributed Ledger Technologies for Public Good: leadership, collaboration and innovation. Lord Holmes Report. House of Lords, November 2017. 2. Reducing the time to hire with factual references at Derbyshire Community Health Services NHS Foundation Trust. 3. Reducing induction time for new starters at Cambridgeshire and Peterborough NHS Foundation Trust. 4. Benefits calculator completed by 22 of the 28 streamlining partnering trusts in the East of England (March 2017). 5. Case study – statutory and mandatory training, reducing the training for new starters Worcestershire Health and Care. 6. Reducing time to hire at Basildon and Thurrock University Hospitals NHS Foundation Trust – case study. 7. Sheffield Health & Social Care NHS Foundation Trust review of doctor in training onboarding information.

