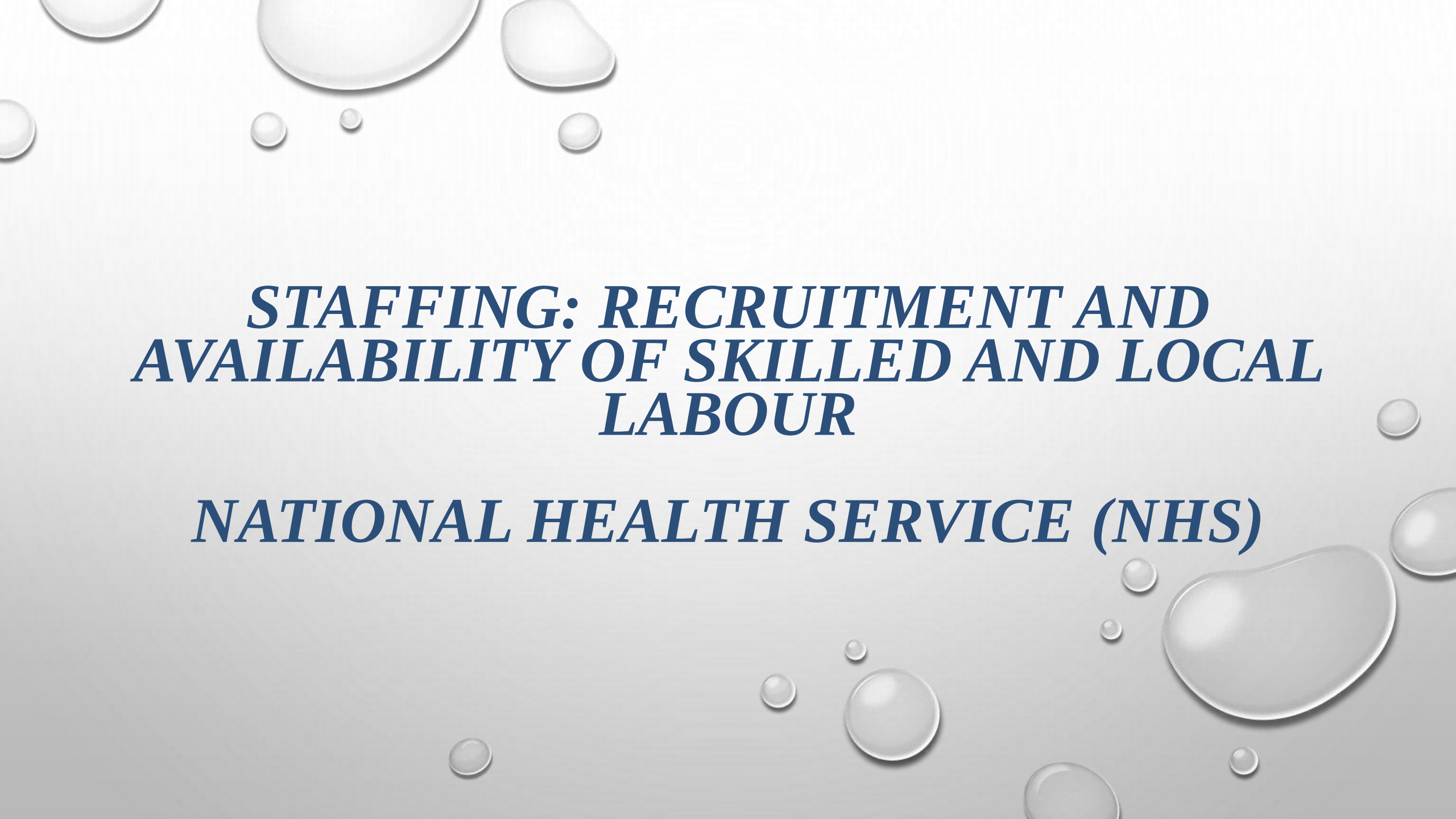




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HUMAN RESOURCE MANAGEMENT **(LCMB7000)**

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The background of the slide is a light gray gradient, decorated with numerous realistic water droplets of various sizes. Some droplets are large and prominent, while others are small and subtle, scattered across the top and bottom of the frame.

STAFFING: RECRUITMENT AND AVAILABILITY OF SKILLED AND LOCAL LABOUR

NATIONAL HEALTH SERVICE (NHS)

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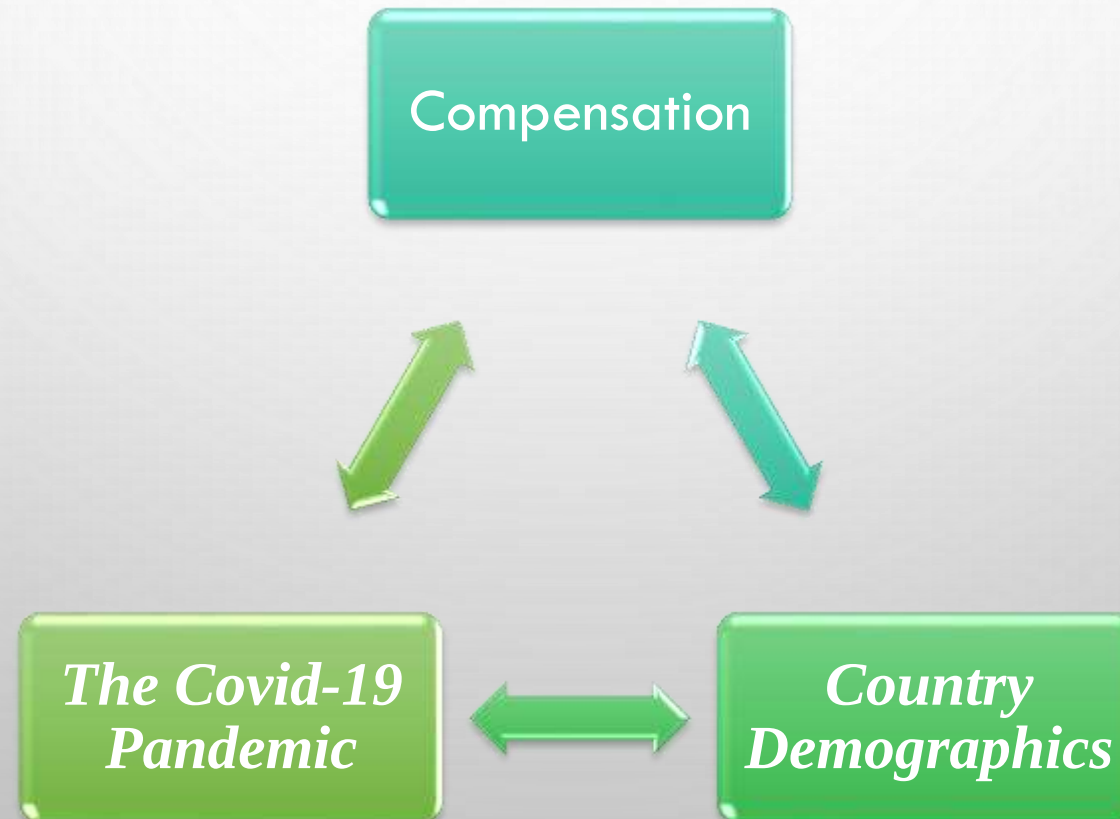
Introduction

Staffing could be defined as the procedure of hiring eligible and apt individuals to fill up specific positions in an organization. This process takes into consideration the skills and attributes of candidates to ensure the best person for the job. Hence, the presentation ahead is related to recruitment and availability of skilled local labour within the United Kingdom. It would be inclusive of factors influencing the availability of skilled labour, and the current condition of the same within the UK specifically in NHS, alongside steps that Hospitals and recruiters could take to ensure effective recruitment.



Factors Influencing Availability of Skilled Labour In the NHS

Several factors within the country influence the availability of skilled labour in the NHS United Kingdom. Some of these factors are discussed below.(Ahlberg and Granada, 2022)



Current State of Skilled Labour in the NHS

Currently, the nursing staff of the United Kingdom has been facing certain difficulties in its labour market conditions. This has led to major inconveniences for industries to recruit local skilled individuals into their organizations. Hence, below is an assessment of the current state of skilled labour in the country:

1. Recruitment Challenges:

There has been an active shortage of practicing medical student in Hospital all over the country. For example, sectors like respiratory and musculoskeletal experienced major challenges in recruiting skilled and required individuals for their vacancies.



Cont...

2. High Number of Vacancies:

As per the data from the Office of National Statistics (2022), in September-November 2022, there have been more than 1.19 million vacancies within the country.



Job Vacancies Rate from November-January 2008 to November-January 2023

(Source: Office of National Statistics, 2023)

Recruitment Strategies for Organizations to Overcome These Challenges

Certain ways in which organizations can help overcome these challenges and recruit apt people for their jobs are explored further: (Wonthey, 2019)



Internal Source of Staffing



What is Internal Source of Staffing?

- It means hiring people from within or inside the organization.
- Seeking applicants for the job positions from those who are currently employed within the firm and no outsiders are permitted in the internal sources.(accountlearning.com)
- Vacancies at higher maybe filled up by promoting persons from lower levels also depending upon their job standards and responsibilities.



Benefits of Internal Sources of Staffing

- It is the most practical and affordable way to fill open roles in an organization.
- It ought to be the ideal strategy for inspiring current workers.
- Enhance overall responsibility and demonstrate workers' finest work.
- Additionally, because they are obtaining job rotations in their working lives, it allows the employees readily train for better jobs.(bika,n.,resources.workable..com)

Demerits of External Recruitments

- Frustration among present employees because when a new member is added the existing employees who aspire for promotion fail to get the same and naturally takes time to get adjusted with nature and system of the organization.
- Also are expensive method where the costs are incurred in advertising job vacancies, holding tests and interviews.
- A time consuming process.

Sources and methods of Internal Recruitment

Transfer : Employees are transferred when they go from one employment position to another while maintaining the same degree of responsibility and status.

Promotion: This is when a person moves from one position to another with more responsibility.

Employee Referrals: With this approach, a current employee can recommend a member of their family or a person they know personally for open positions inside the company. The best example is the NHS, where nurses are free to change hospitals as they see fit, depending on their preferences for locations or departments, as long as there are openings.

Former Employees: Hiring retired individuals or individuals with extensive expertise in the role they had can also be referred to as internal sources of recruiting. The crucial element is the knowledge and experience about their past working life. They can work

Internal Staffing and its effectiveness

- The simplest way internal applicants can be motivated and promoted is internal recruitment. Through this the managers can identify the most qualified candidates; formal techniques also ensure that employees have an equal opportunities to find out about openings and apply for them a job posting system.(fica,T 2018)
- Management finds this method most cost effective than running ads or engaging in external recruiting.(humaans.io.2021)
- So when there are vacancies available for certain positions in an organization, the management decides whether the priority should be given to internal staffing or external. If an appropriate candidate is found suitable and eligible for the required post, the management takes necessary steps by providing a way to accomplish the plan.
- Because the existing employee is already used to the company systems and procedures, and policies, also well trained so this makes the task simpler and in other hand also motivates employees to more responsible and suit for best positions.

Recruiting & Staffing in NHS

- NHS's recruitment process focuses equally on hiring local and international employees and there are particular roles like clinical support workers for which the establishment only goes for local recruitment (UK Parliament, 2022).
- They also attempt at increasing apprenticeships and this ranges from entry level jobs to senior positions in scientific, clinical, and managerial roles.
- This provides the establishment with opportunity to create high variety of roles in the healthcare settings while offering various opportunities to individual for earning and gaining valuable work experience in this field (NHS England, 2020).

Recruiting & Staffing in NHS

- For international recruitment, a new 'Health and Care Visa' was introduced in 2020.
- This allows the NHS to rapidly recruit registered healthcare workers from overseas (NHS England, 2020).
- Considering the high standards in their staffing, they equally prioritise co-ordinating with labours from the international markets and offer training in English language.

Placement and Orientation

- NHS believes in assessing skills and capabilities of individual candidates for determining their placements.
- Observational placement is practiced by the establishment as it allows them to assign candidates with GPs so that they can learn more about their roles, responsibilities, and work in the NHS (NHS choices, 2023).
- This also enables the applicants to recognise the opportunities and day-to-day duties practiced by the GPs on a regular basis.

PROMOTION AND TRANSFER

- THEIR TRANSFER SCHEME ALLOWS FOR TRANSFERRING NURSES INTERNALLY BY ALLOWING THEM TO DEVELOP SKILLS AND KNOWLEDGE.
- PROMOTIONAL OPPORTUNITIES ARE CARRIED OUT IN A USUAL MANNER, WHICH STARTS FROM THE FIRST INCREMENTAL POINT (NHS EMPLOYERS, 2023).

The background image shows two female nurses in a clinical setting. They are wearing purple scrubs. One nurse is holding a clipboard and looking at it, while the other is using a stethoscope on a patient's arm. The patient is lying down, and their arm is extended. The scene is dimly lit, with some medical equipment visible in the background. There are several white, bubble-like shapes scattered across the image, particularly around the text and the nurses. The overall tone is professional and focused on healthcare.

IDENTIFYING THE NEED FOR TRAINING AND DEVELOPMENT.

- THIS CAN BE DONE BY DETERMINING THE PRECISE TRAINING STANDARDS FOR THE MEDICAL STAFF.
- PERFORMANCE REVIEWS
- COMMENTS FROM PATIENTS OR CO-WORKERS
- RESEARCH INTO MARKET TRENDS AND THE BEST TECHNIQUES.
- ALL THESE METHODS CAN BE USED TO ACHIEVE THIS. PRIORITISING THE TRAINING PROGRAMS THAT WILL HELP THE INDIVIDUAL IN MAJORITY OF THE AREAS WHERE THEY NEED TO DEVELOP MORE THAN ANY OTHER.

IDENTIFYING THE TRAINING STRATEGIES FOR DEVELOPMENT.

- THE BEST TRAINING STRATEGIES DEPENDING ON THE UNIQUE REQUIREMENTS OF THE DOCTORS AND NURSES.
- ELEARNING
- SEMINARS,
- MEETINGS,
- SIMULATIONS,
- PRACTICAL LEARNING SCENARIOS
- THESE ARE A FEW EFFICIENT TRAINING TECHNIQUES FOR MEDICAL PRACTITIONERS (ARMSTRONG,2014)



THE PROCEDURE MAY DIFFER SLIGHTLY REGARDING MERGING TRAINING FOR NURSES AND DOCTORS. FURTHER CONSIDERATIONS TO CONSIDER WHILE INCLUDING TRAINING FOR EACH GROUP.

1.Ensure the training course corresponds to their specific areas of competence or desire (Armstrong,2014)

2.To inform all doctors of the` most recent medical developments, implementing medical magazines, studies that have been peer-reviewed, and conferences.

3.Incorporate training on effective communication skills with patients and nurses including, other healthcare professionals and incorporating emotional intelligence newsletters weekly.

Nurses

THE PROCEDURE
MAY DIFFER
SLIGHTLY
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ING TRAINING FOR
NURSES AND
DOCTORS.
FURTHER
CONSIDERATIONS
TO CONSIDER
WHILE INCLUDING
TRAINING FOR
EACH GROUP.

Emphasize
on

Emphasize on efficiency,
which will require practical guidance to aid in
the development of their clinical competencies.

Include

Include cooperation, leadership,
and compassionate treatment training.

Provide

Provide possibilities for job progression,
such as degree programmes or specialist
nursing credentials.

REWARD MANAGEMENT AND INCENTIVES

- A staff member puts out specific quantities of mental and physical exertion and complies with others, in exchange for an appropriate amount of compensation or incentive. (DavidsonMorris, 2021)



OBJECTIVES OF THE REWARD SYSTEM



- Salaries, pension schemes, bonuses , holiday and sick pay, merit payment, skill-based pay (SBP), occupation perks/Benefits (Cole,2000).

- tying awards to specified indicators of performance, encouraging a work environment that embraces creativity and constant development, and praising and rewarding those that go further than expected to meet organisational goals (Armstrong,2014).

- Promoting from within the organisation, Analyse the pay equity, Provide flexible scheduling, Implement programmes for diversity and equality, Establish equal opportunity for chances for advancement

- Utilising the reward system as a performance gauge. The organisation can evaluate occupation roles and determine if they are being overachieved resulting in a promotion and new fixed wage with new targets or vice versa and requirements for support in this role can identified(Armstrong,2014)

ADVANTAGES AND DISADVANTAGES.

Individual incentives enable rewards to be tailored to employee preferences and make it simple to assess each person on their own merits. Promoting performance and results.

Disadvantages Many professions lack concrete outputs, making it challenging to control individual performance. Data storage obligations and constraints, perpetuate negative behaviour

Group incentives aid the notion of team co-operation, require less supervision can be developed with less difficulty than individually incentive based.

Disadvantages include the potential of employees doing others work, disagreements , discount others individual output, and lessen potential productivity and effort due to less responsibility.

CONTRACTS AND INTERNS

Employment Relationship contracts

Traditional – formal with clear a exchange of terms and obligations between employee and employer with financial agreements and including performance necessities.

Rational – informal ,broad expectations and open clauses as the performance requirements are abstract.

Phycological contracts – commitment, passion ,experience , personality , transparency from both parties, overall emotional Wellbeing (unwritten expectations)

Employment relationship contracts are strongly influenced by reward systems, Career developments and performance reviews regarding promotion(Armstrong,2014)

CONTRACTS AND INTERNS

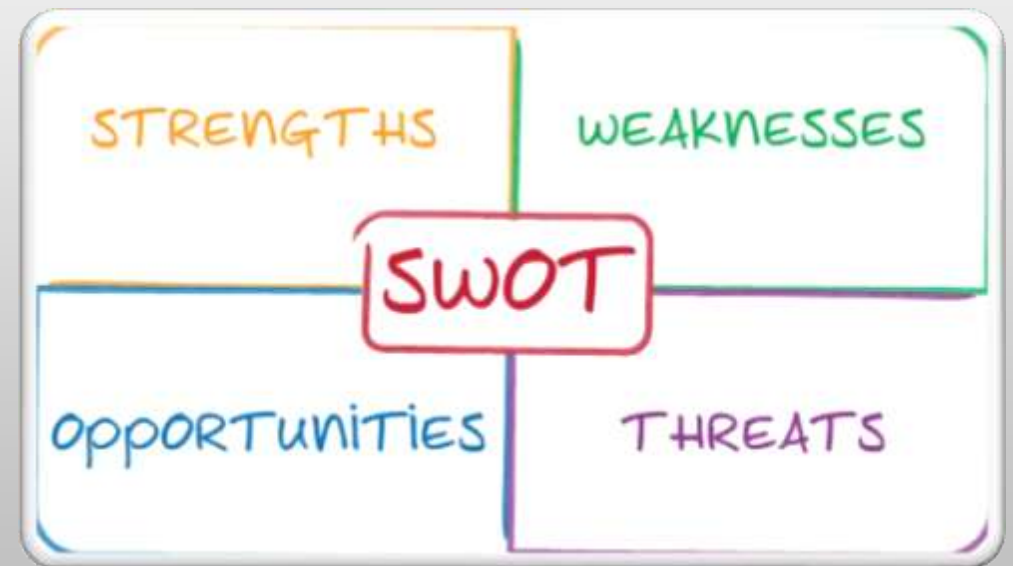
Internships

Cons-They won't be able to support the company as consistently as a skilled full-time employee can. You might need to consider taking into consideration probable misconceptions or early errors in their work because they are missing this experience. Personnel might loose productivity and time if an intern needs special training while learning their duties (Murphey, 2023).

Pros-They are young and recently graduated from university or higher education, thus they have a wide range of transferrable abilities. An intern's enthusiasm is one of a company's most important assets. More inclined to continue around and support your company for longer, rewarding you with their loyalty (Murphey, 2023).

SWOT ANALYSIS OF NHS

- **STRENGTHS**
- **ENHANCED PATIENT CARE:**
- DOCTORS CAN MAKE BETTER DECISIONS REGARDING THE CARE OF THEIR PATIENTS WITH THE HELP OF PATIENT RECORDS, WHICH ARE READILY ACCESSIBLE. THIS ELIMINATES ERRORS AND HELPS THEM MAKE INFORMED DECISIONS FOR NHS. (GOLDBERG ET AL., 2002)
- **FUNCTIONAL REGULATION IS HIGH:**
- THE USE OF INFORMATION TECHNOLOGY IN NHS HAS GREATLY IMPROVED THEIR EFFICIENCY. IT HAS ALSO ELIMINATED VARIOUS MANUAL ACTIVITIES AND DUPLICATED INFORMATION. (CONGER AND CHIAVETTA, 2006)
- **FUNDING FOR IT PROJECTS:**
- THE NHS UTILIZES IT TO OPERATE ITS CLINICAL AND ADMINISTRATIVE SYSTEMS, WHICH INCLUDE ITS BILLING AND PATIENT DATA. THE HOSPITAL'S INVESTMENT IN SUCH PROJECTS ENSURES THAT IT CAN CONTINUE IMPROVING THE QUALITY OF PATIENT CARE. (COHEN, 2005).

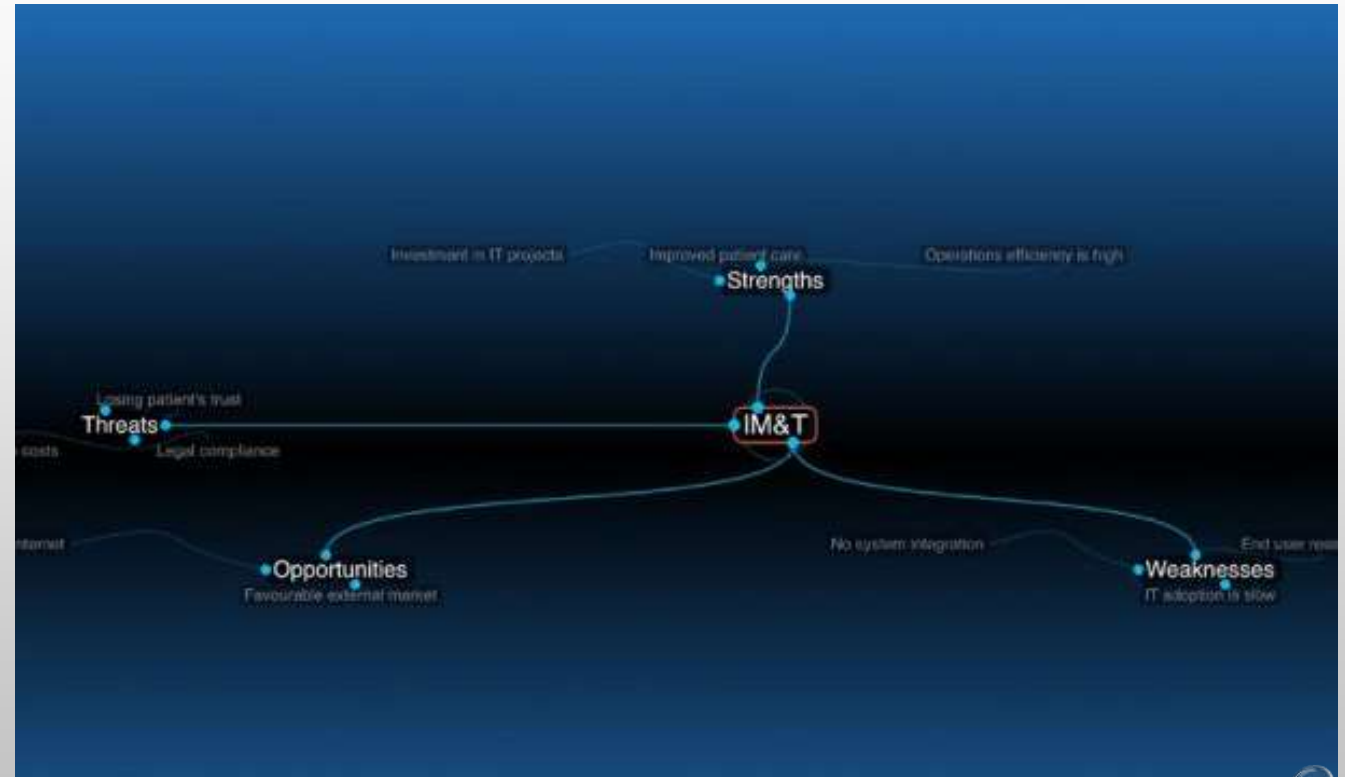


SWOT ANALYSIS OF NHS

- **WEAKNESS**
- **NO STRUCTURAL INCORPORATION:**
- THE TREATMENT OF A PATIENT INVOLVES USING VARIOUS SYSTEMS WITHIN A HOSPITAL. UNFORTUNATELY, THE LACK OF INTEGRATION OF THESE COMPONENTS HAS A NEGATIVE IMPACT ON THE DECISION-MAKING PROCESS AND EFFICIENCY OF THE FACILITY IN NHS. (COHEN, 2005).
- **IT ACQUISITION IS MODERATE:**
- THE HIGH COST OF IMPLEMENTING NEW TECHNOLOGY AND THE LACK OF COMPETITION ARE SOME OF THE FACTORS THAT HAVE CAUSED HOSPITALS TO SLOW DOWN IN ADOPTING NEW SYSTEMS. (HOUGH, CHEN, & LIN, 2005)
- **FINAL CUSTOMER WITHSTAND:**
- THE OTHER MAIN REASONS WHY END-USERS ARE RELUCTANT TO ADOPT NEW SYSTEMS ARE THE LACK OF FAMILIARITY WITH THEM AND THE THREAT OF JOB LOSS.

SWOT ANALYSIS OF NHS

- **OPPORTUNITIES**
- **IMPROVING THE EXTERNAL RETAILERS:**
- THE GOVERNMENT'S FUNDING AND GRANTS FOR TECHNOLOGY UPGRADES ARE AN EXCELLENT WAY TO SPEED UP THE ADOPTION OF NEW SYSTEMS (NHS ACCELERATOR, 2017).
- **ONLINE PLATFORM:**
- THE INTERNET HAS OPENED NEW COMMUNICATION CHANNELS BETWEEN PATIENTS, HEALTHCARE PROFESSIONALS, AND THE GENERAL PUBLIC. IT HAS ALSO IMPROVED THE EFFICIENCY OF WEB-BASED APPLICATIONS AND CREATED AWARENESS REGARDING THE VARIOUS SERVICES THAT A HOSPITAL PROVIDES. (DESHAZO ET AL., 2005).



SWOT ANALYSIS OF NHS

- **THREATS**
- **FEAR OF LACKING THE CUSTOMERS CONFIDENCE:**
- IN ORDER TO MAINTAIN THE TRUST OF ITS PATIENTS, A HOSPITAL MUST UTILIZE ALL AVAILABLE RESOURCES TO MINIMIZE ERRORS AND ENSURE THAT RECORDS ARE OBTAINABLE AT THE APPROPRIATE TIME. THE ACCURACY AND AVAILABILITY OF DATA ARE VITAL FACTORS THAT HOSPITALS MUST CONSIDER IN ORDER TO MAINTAIN THEIR PATIENT'S TRUST. (KOHN ET AL., 1999).
- **LAWFUL ASSENT:**
- THE INFORMATION TECHNOLOGY (IT) OPERATIONS OF A HOSPITAL ARE CONSTANTLY UNDER THREAT DUE TO THE VARIOUS REGULATIONS THAT AFFECT THEIR OPERATIONS. TO ENSURE THAT THE CONFIDENTIALITY OF PATIENT DATA IS MAINTAINED, THE HOSPITAL MUST REGULARLY UPDATE ITS POLICIES AND PROCEDURES.
- **HEAVY PRICE:**
- THE HIGH COST OF IMPLEMENTING NEW TECHNOLOGY AND THE COMPLEXITY OF THE SYSTEM ARE SOME OF THE FACTORS THAT PREVENT HOSPITALS FROM ADOPTING THE LATEST INNOVATIONS IN THE INDUSTRY(LOPES, 2007).

Conclusion

Hence, the presentation determined that the state of recruitment and availability of professional doctors in the United Kingdom is quite difficult lately. Factors like Brexit, as well as the Covid-19 pandemic, harmed the supply and demand of labour. Furthermore, while the state of remote doctors, online recruitment and job opportunities has enhanced, the state of surgeon in sectors like gastroenterologists, orthopaedic surgeons, oncologists, pulmonologists, neurologists, and psychiatrists has decreased in recent years. Hence, companies need to implement recruitment techniques like apprenticeships and internship programs, diversity and inclusion, alongside aspects like a technological intervention to help overcome the current state of labour conditions in the country.

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THANK YOU