

## FINANCE COMMITTEE

### EMPLOYMENT OPPORTUNITIES IN THE PUBLIC SECTOR

#### SUBMISSION FROM FORTH VALLEY NHS

#### Background

1. For many years now, NHS Forth Valley has managed a School Placement process to allow appropriate access for young people from across NHS Forth Valley schools, to opportunities aimed at providing some experience of working in the National Health Service. These placements have included both clinical and non-clinical supported opportunities for those young people between 16 and 18 years of age who expressed an interest in pursuing a career within the NHS. At present we are only able to accommodate requests from 6<sup>th</sup> year pupils for various reasons.

2. Across the wider organisation we also encourage Volunteers and Work Shadowing where appropriate (on the basis that a current risk assessment has deemed an area to be appropriate and that the General Manager is aware of, and supports the placement).

#### Recruitment

3. Currently no formal schemes exist to support the specific recruitment of this group. The climate at present means that NHS Forth Valley currently takes forward minimum levels of external recruitment. Most posts are currently filled internally and external posts are usually those 'hard to fill' i.e. to recruit qualified professionals/doctors.

4. Currently we employ **417** young people (*as at end August 2012*) under the age of 24 as follows:

- 77 Admin
- 12 AHP
- 8 Healthcare
- 241 Nursing
- 5 Other Therapeutic
- 21 Support Services
- 42 Medical & Dental
- 11 Medical & Dental Support

5. We have also recently TUPE transferred a number of FM Services staff to Serco as part of the reorganisation of NHS Forth Valley.

6. The organisation previously ran a 'Professional Care Recruitment' programme which was supported by government funding but this ceased in 2009. No further funding was identified.

## School Placements

7. NHS Forth Valley (Learning, Education and Training Team) provides a school placement scheme for school pupils attending all schools across the Forth Valley area and who are in 6<sup>th</sup> year studies.

8. There are strict criteria for these placements which are related to suitability of placement; confidentiality issues, supervision available and levels of risk in clinical areas.

9. School Placement Data: Mar 2012 – June 2012

10 applications requested, sent out but not returned by student

25 applications rejected either because out with NHS FV or in 4th year at school

28 applications processed and placements completed ‘

## Work Experience/Shadowing

10. No formal work experience is currently offered within the organisation for young people over the age of 18 and no longer at school. Those applicants over 18 years of age must be treated as adults and as employers we must comply with current screening processes e.g. PVG (Protection of Vulnerable Groups) which may have a cost implication.

11. Applications/expressions of interest for young people out with the school education system and over 18 years of age are currently referred to the **Patient Relations Team** to be assessed for suitability as Volunteers across an array of areas in NHS Forth Valley. They are also signposted to the Volunteer Centre Falkirk. We currently have a young person operating as a volunteer and involved in our Stirling PPF Co-ordinating Group.

12. NHS Forth Valley **Disability Service** has provided work experience for young people who have personal experience of disability – one is a wheelchair user and the other young person became registered blind very suddenly – as part of the **PAVE** (patients, advice, volunteers and education) project. They were able to develop their skills in presenting, talking to the public and developing training materials.

13. The **Learning, Education and Training Team** have provided **Work Shadowing** opportunities for staff based in other areas/roles to enable them to understand more about the function of learning, education and training in NHS Forth Valley.

14. Our NHS Forth Valley **Facilities Team** are working in partnership with Falkirk Council and are currently hosting 8 x **Pre-Apprenticeship Trainees** in placements for 40 weeks across a range of Estates Services.

## **Career Alignment**

15. NHS Forth Valley Learning, Education & Training Team has also supported the following:

- Open Evenings organised in conjunction with Queen Margaret College held annually in both Stirling Royal Infirmary and Falkirk Royal Infirmary.
- Careers events at local high schools by providing face-to-face interactive workshops and by providing leaflets/information about NHS Careers in conjunction with Workforce Planning Team.
- School visits – taking information about employment in the NHS to local schools and holding informal awareness sessions and working jointly with Serco and others to arrange school visits to Forth Valley Royal Hospital.

## **The Way Forward**

16. It is anticipated that we will move to a model of reinstating Open Careers Evenings twice per year. These evenings will provide an opportunity for young people to come along and speak to members of staff from many different services about the requirements of the post and what it feels like to work in the NHS.

17. Given some of the challenges around Health & Safety and Confidentiality, it may be that we move to provide Work Experience opportunities for Guidance Teachers and they in turn can pass on some of the learning to their pupils, etc.