

FINANCE COMMITTEE

EMPLOYMENT OPPORTUNITIES IN THE PUBLIC SECTOR

SUBMISSION FROM NHS GRAMPIAN

1. NHS Grampian continues to take a proactive approach to the employment and employability agenda including the need to ensure that we encourage the best calibre candidates to apply for posts within the organisation.

Recruitment and Retention

2. In order to be as inclusive as possible, NHS Grampian has established strong links with Jobcentre Plus and use the "Disability Symbol" which shows our commitment to employing people with a disability. Our current practice is to interview all applicants with a disability who meet the minimum criteria for a post and consider individuals on their abilities. We also make every effort when employees become disabled to ensure that the organisation supports them to stay in employment.

3. For the future, we are also looking into building up links with the Scottish Prison Service including attendance at Prison Employability days to provide a message to offenders that there are some career opportunities available within the NHS.

4. We have also recently established a group to look at opportunities for "Looked After Children" (aged 16-18 year olds in care) to offer 8 week placements within NHS Grampian.

Health Works

5. In relation to employability, NHS Grampian is supporting the *Health Works* agenda through its Scottish Offer project. This involves piloting a model to integrate employability within identified patient pathways and to support health professionals by providing information on the following:

- Enable and encourage discussions about work between health professionals and patients.
- Enable onward signposting of patients regarding support and services which may be able to assist them in remaining in, or returning to, work.
- Enable health professionals to be better informed to answer any work related questions asked by patients or to signpost them to where the answer can be found.
- Encourage professional development in the area of health and work.
- Ensure health professionals have up to date information around the health and work agenda, locally and nationally.

6. A number of resources have been developed to support this work including:
- Employability Pathways
 - Assistance with appropriate signposting based on patients stage on the 'employability pathway'
 - Prompt questions based on the patient's stage on the 'employability pathway'
 - Health and Work Brief Intervention
 - Information and Support for Health Professionals
 - Learning and development opportunities related to Health and Work
 - Sources of support and information for health professionals
 - Links to local and national information
 - How to Integrate Health and Work into Practice - Using the Health and Work Integration (HAWI) Model

Work Experience

7. We are committed to providing work experience for pupils in all 39 schools (independent and public) across the Grampian area, as part of our Workforce Plan. There is always a very high demand for placements within healthcare which we try to accommodate whenever possible, dependent of course upon the availability of suitable staff to support the pupil and in line with the needs of the service.

8. Several types of placement for work experience are being implemented including:

- Pre-registration Healthcare Students i.e. Nursing & Allied Health Professionals from Robert Gordon University, Glasgow Caledonian University and University of Stirling (from Moray area), helping undergraduates to make sound decisions regarding their career choice.
- Access to Nursing Courses to enable a broader group of applicants access to NHS careers.
- Doctors at Work (a week long scheme to introduce participants to better understand the roles of medical staff and their contribution to health care).
- A three day dental placement is now available for pupils interested in a career in dentistry.
- Nursing Summer School in partnership with Robert Gordon University (for those wishing to gain a better understanding of nursing and career opportunities).
- Work experience for students which is in partnership with the Local Authority Education Departments and Universities.

9. All of these initiatives have seen significant numbers of young people gaining valuable experience in a health setting, allowing them to make a positive informed decision regarding a health service career.

Skills Scotland Event

10. In 2011, NHS Grampian also participated in the Skills Scotland Event which is aimed at 14 – 19 year olds whatever their ambitions or abilities.

11. The event aimed to inspire the nation's youth about their future careers and showcased the range of opportunities available to young people including modern apprenticeships, education, training, employment, internships and other options.

12. This event in Aberdeen was attended by nearly 2000 participants from schools and youth groups and due to the positive feedback NHS Grampian will be participating in the event in November 2012

Modern Apprenticeships

13. Currently the majority of modern apprenticeships are being offered by the Facilities Directorate and these include:

- 3 Modern apprenticeships in Electrical Engineering
- 2 Modern apprenticeships in Mechanical Engineering
- 2 Modern Apprenticeships in Catering
- 1 Modern Apprenticeship in Plumbing

14. We also link into the Sector Skills Councils who often promote 'back to work' programmes for the unemployed and people from disadvantaged backgrounds and with agencies associated with the local authorities who often request work placements for individuals with specific needs.

15. You will see from this information that NHS Grampian is committed to supporting employability through signposting and referral and developing approaches to employment which balance inclusion and quality.

I trust that this information provides you with sufficient detail regarding employment and employability in NHS Grampian.