

## **FINANCE COMMITTEE**

### **EMPLOYMENT OPPORTUNITIES IN THE PUBLIC SECTOR**

#### **SUBMISSION FROM NHS TAYSIDE**

1. As the largest local employer we recognise that NHS Tayside staff are our greatest resource and are key to ensuring we continue to deliver high quality services, therefore we have long standing, well established commitment to socially responsible recruitment. A number of key opportunities are highlighted below:-

- Modern Apprentices – over a number of years NHS Tayside has supported the Modern Apprentice scheme and for 2012/13 is recruiting 9 apprentices in both traditional and new disciplines including the Apprenticeship in Care (5), Apprenticeship in Business Administration (2) and Apprenticeship in Mechanical Fitter (2).
- NHS Tayside Healthcare Academy – the primary aim of the Academy is to tackle the heart of poverty by providing employment and education opportunities for excluded groups. Since the Academy began in 2006, over 650 local people have been able to access paths to employment, education and training through pre-employment and pre-vocational qualification courses. The Academy utilises a suite of programmes targeted at different population groups and works in partnership with local councils, local colleges, Job Centre Plus and Skills Development Scotland. Established partnership working with Get Ready for Work providers and Enable facilitate the opportunity to address the complex and rising youth agenda.
- Work Experience Programmes – support us to inspire to be an employer of choice by providing young people with the awareness of the breadth of employment opportunities in both clinical and non-clinical roles. During 2011 NHS Tayside provided employment experiences for 466 school children from all backgrounds including those experiencing high levels of multiple deprivation.
- Assistant Practitioner Role – to address an identified skill gap within nursing at Band 4 level, NHS Tayside are currently undertaking funded research from the Scottish Funding Council to provide an evidence base for this role. The role has the potential to release time/actions from professional staff, provide career progression for existing healthcare support staff and also offer entry point for young people who do not have the academic qualifications to go to University but do have an NHS/HND.