

# Adult Health Services

# Let's grow together



## Nurse Recruitment Consultant - An Adult Health Service success

Health providers globally and nationally were experiencing dire shortages of nursing staff which was impacting on the ability to provide effective and efficient health services. Adult Health Services (AHS) within WDHB was no different. In an effort to recruit, hiring managers created a variety of strategies to close the vacancy gap. They began seeking solutions outside of the process and became wedded to their own recruitment solutions which resulted in a process that was time consuming and ineffective.

### Objectives

- To build a relationship between hiring managers and the recruitment service
- Plan and effect recruitment initiatives
- Develop and coordinate effective and efficient management processes to expedite nursing recruitment
- Close the nursing vacancy gap.

### Aim/Purpose

To plan and implement recruitment initiatives to meet strategic workforce capacity development,

### Method

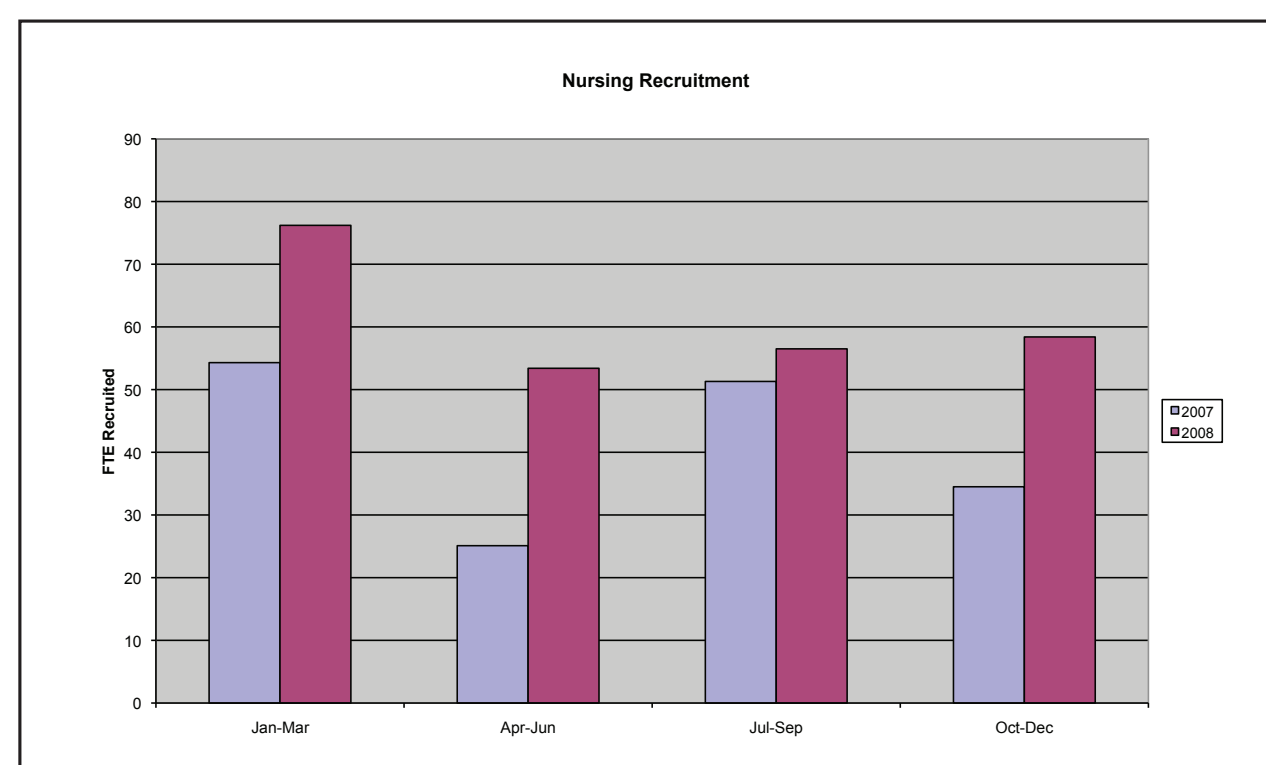
- Secondment of a charge nurse manager into the position of nursing recruitment as part of the recruitment process redesign
- Redesign and implementation of the "Let's Grow Together" advertising campaign
- Education of hiring managers to the use of the electronic tool: Taleo
- Improved networking and collaboration with key external providers: New Zealand Schools of Nursing and New Zealand Nursing Council
- Representing and marketing WDHB at conferences and seminars as a DHB that supports and values nursing, providing opportunities for professional growth and advancement, therefore making it the DHB of choice when seeking employment
- Improved dissemination of CVs
- Improvement in the recruitment process
- Improved collection of recruitment data.

### Results

- Improved management of candidates and the recruitment process
- More accurate match of a candidate to an appropriate position
- No candidates are lost in the system
- Improvement in Hiring Manager satisfaction in the recruitment process.

In 2008 we recruited 301 nursing staff. This equates to 244.4 FTE; an increase of 79.2 FTE on 2007 (a 48% increase).

In 2008 AHS recruited 227 Registered Nurses. This equates to 194.1 FTE; an increase of 51.7 FTE on 2007 (a 36% increase).



### Conclusion

The project resulted in a decrease in nursing vacancies across AHS. Credible and trusting relationships developed between hiring managers and the recruitment service. Education in Taleo resulted in higher use and trust in the programme.

### Future Direction

The Nurse Recruitment Consultant role has been made permanent.

**Mary Baldwin (Associate Director of Nursing); Andrew Arnold (HR Manager); Carol Frankson (Nurse Recruitment Consultant)**



**Waitemata**  
District Health Board  
*Te Wai Awhina*

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