

The true costs of recruitment (Fitzgerald 2015)

Inputs

Investment

Overseas recruitment per nurse recruited = £6371.41
(cf. £403.70 when locally recruited)

Direct costs

- › HR Staff to prepare and liaise with Nursing Agency
- › Staff – 2 representatives; 1 from surgery and 1 from medicine to fly overseas for interviews
- › Travel
- › Admin
- ›
- ›
- ›

The service

Journey through Service

Overseas recruitment drive in Italy

- › Recruitment trip to Rome for 3 days
- › Liaise with CPL recruitment company who plan and organize overseas trip
- › Testing of students prior to interview
- › Portfolio support to gather evidence
- › Portfolio assessment
- › Pastoral care, training and support of nurses recruited

Challenges

- › language barriers
- › risk to patient care
- › cultural and teaching differences - additional staff time required to mentor and supervise recruits

To improve:

- ›
- ›
- ›

The innovation

For the service users

- › Continuity of care

For staff

- › New recruits motivated to work in UK – bounce in staff morale
- › Reduced use of agency staff increases continuity of care
- › Improves cross-cultural understanding

For the organisation

- › Pool of nurses available in Italy cf. local shortage and competition therefore can recruit a significant number in one go
- › Contributes to overall recruitment strategy and helps to meet CQC standards in safe staffing
- › Contributes to reduction in agency use (an agency