

September 2024

Project Name: Skye Recruitment Group

17th September 2024

Summary

Portree Hospital

September update

6 posts have been recruited to and these people are undergoing pre-employment checks

4 posts remain unfilled and are about to be advertised

- 1x Band 6
- 3 x Band 5

15 – 20 volunteers have come forward to help in Portree Hospital, with the papers trolley now up and running again.

Advanced Nurse Practitioner – Rural Support Team

The ANPs work with the RST to provide the in person minor injuries services at Portree Hospital. They have 11.39 WTE to staff and run the service.

Current staffing includes 5.6 WTE staff

Recently recruited an additional 2.9 WTE

Total staff in post – 8.5

Summary

2.89 WTE (approx. 3 posts) remain vacant

(Please see summary at the bottom of this report for definitions)

Broadford Hospital

5 new recruits are going through pre-employment checks (Band 5 and 3)

Summary

4 posts unfilled and about to be advertised:

- 1x Band 6
- 3x Band 5 posts

Broadford has only 18 beds open at the moment however their staffing figures are based on 20 beds being open.

Home Farm

Currently Home Farm are sitting with 24 posts vacant, these are across hotel services, administration and caring roles. Integrated Team Manager and Home Farm Manager due to meet up soon to perform establishment review.

Care at Home

- Care at Home have 1606 funded hours per week, and currently they can only provide 1288 (318.75 hours vacant per week)
- They need 68 Band 3's to provide 100% of the funded hours and currently have 49 (19 vacant posts)
- They need 8 Band 4's to provide 100% of the funded hours and currently have 7 (1 vacant post)

Adverts for these posts have been updated and refreshed
Questionnaire about to go out to get community feedback

Midwifery

There are currently 3.4 WTE registered staff on Skye.

New Lead Midwife (Roslyn Lolic) will be starting on the 14th of October. This will take the team to a 4.4 WTE. Taking into account different types of leave eg A/L , training and sickness absence, we would be running on 3.4 WTE at any given time, with a head count of 6.

In addition:

- 0.2 WTE band 4 (Maternity Care Support Worker)
- 0.6 WTE band 3 (new) who is currently undertaking her Band 4 MCA course

The services are hopeful that with Roslyn in post, recruitment will be more successful. She'll be invited to join the recruitment group when she comes into post.

Summary

As a minimum we would require an additional 2 full time midwives to be working within the team to support local births.

Website

www.workonskye.com

The initial website / graphics / logos and social media pages for WorkonSkye was developed Feb - March 2024

- **ENGAGEMENT** - Since the soft launch of the WorkonSkye site in early March there has been 36 posts created and posted along with the Recruitment Group and Skye and Lochalsh recruitment managers. These have been a combination of job adverts (each of which are re-designed into graphics for sharing on social media and linked back to the original NHS links), blog posts, interviews and videos and photos with local key workers. We've worked with colleagues at NHS Highland, local community groups, community members, Rosie Woodhouse and Hugh Campell to create these posts. **Our combined posts have had an audience reach of 59,600 and have been shared by local community members, groups and businesses. We are engaging regularly with local community pages and with the Skye Recruitment Facebook group.**

	<p>As well as reach, likes, shares and engagement we are now being approached by local staff, family members and teams asking for assistance with sharing job adverts, helping to recruit private carers and by potential staff asking for in person meet-ups.</p> <ul style="list-style-type: none"> • DIGI LEAFLET FOR INDUCTION / NEW START EMPLOYEES - Creation of a leaflet for new staff which offers in-person induction meetings for new team members. • FILM PROJECT - The project has filmed three video projects, a blog post with an interview with local care home team members and a newspaper campaign and hosted a North End Key worker photo shoots - to allow to ensure we had local key workers as the face and voices of our website and socials. • COMMUNICATION WORKING GROUP - The project has also been working as part of the NHS task group around communication and in the first 6 weeks of this task group has worked on an unscheduled care leaflet and poster outlining access to services for North Skye. • HOUSING - We receive a number of e-mails and messages around housing each week which we do our best to help as much as we can by working with the housing association and linking people with offers of properties with NHS highland team members who are recruiting. • LAUNCH We're working towards a launch of the full website on the 1st of October and have been working with a small planning team from across Highland to deliver a recruitment campaign and in person events which will be held at the end of October / beginning of November focused on adult social care, care at home and care home staff. • There is work in development for a leaflet promoting what Work on Skye is all about which will be ready for the launch in October. This will be distributed across Skye and Lochalsh.
Accommodation	<p>Ross and Sophie met with Skye and Lochalsh Housing Association colleagues. The leaflet on 'Housing Options' will be added to the website.</p>

	<p>All recruiting managers have been instructed to direct all new recruits looking for accommodation to Integrated Team manager in order to link in with Ross and Sophie to secure accommodation.</p> <p>In development is a recruitment checklist for operational managers to support.</p> <p><u>Issue to highlight:</u></p> <p>A lack of affordable accommodation for staff</p> <p>Evolve the focus of the recruitment group to address the accommodation issue</p>
<p>Actions planned:</p>	<ol style="list-style-type: none"> 1. Continued with work colleagues in National Centre for Remote and Rural Health and Care, NHS Education for Scotland. 2. Continue to mature the Vacancy Tracker 3. Scope if a recruitment Teams Channel can be set up with access for non-NHS staff 4. Update on Adult Social Care Campaign 5. Develop an induction lead role by asking for volunteers from our local retired healthcare professionals – Dr Crichton has volunteered to do this 6. Accommodation work – reflection on work to date of the group and how it will evolve

Contact Information

Chair – Dr Claire Copeland

Co- Chair – Ross Cowie

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Summary

Unregistered Nursing – this term is a collective description for staff that provides nursing care but are not Registered with the Nursing and Midwifery Council (NMC). These staff work in Bands 2-4, depending on the level of knowledge and skill required.

Registered Nurses – this is the collective description for all nursing staff who are Registered with the NMC. These staff work at band 5 and above, depending on the level of knowledge and skill required.

The NMC is the professional governing body that all nurses and midwives must be registered with to practice.

For the purpose of this data, and further clarity:

- Band 6 is a Senior Staff Nurse
- Band 5 is a Registered Nurse
- Band 4 is an Assistant Practitioner
- Band 3 is a Health Care Assistant or Health Care Support Worker
- The data below shows the current establishment (ie number of posts required for that area) for the different areas in the hospitals and care home on Skye. This is referred to as Whole Time Equivalent (WTE) ie number of posts.
- **One Whole time Equivalent (WTE) post is equal to 37 hours per week.**
- **One post can be filled in its entirety as 'full time' ie 1 person or less than full time ie more than one person to make up the hours**

