

## **Suits You Shifts, How Mid Yorkshire NHS Hospitals has embraced the NHS workforce challenge to improve supporting nurses to work flexibly.**

### **What was the aim?**

'Suits You' flexible working recruitment was initially implemented aimed at reducing the registered nurse vacancy in hard to recruit into areas. Several areas had carried ongoing registered nurse vacancies for a period, and a decision was taken to actively change the approach to recruitment in these areas.

### **What was the solution?**

Following consultation with Assistant Directors of Nursing, Mid Yorkshire NHS Hospitals advertised on NHS Jobs for Registered Nurses as follows;

**Are you an adult registered nurse who is looking for flexible working arrangements with a supportive, understanding employer? Come join our outstanding nursing team working at Dewsbury & District Hospital or Pinderfields Hospitals.**

At Mid Yorkshire NHS Hospitals, we realise that many registered nurses have busy and demanding commitments outside of their working life and are unable to commit to the traditional shift patterns. With this in mind, we are proud to be able to offer a variety of flexible working options.

Whatever your availability, whether it is for **certain shifts or set days**, we offer guaranteed employment, full time or part time, to suit your requirements.

If you are wanting **a fixed term contract** for an extended period with a defined start and end date. You tell us what shifts suit you.

**Want to just work term time?** We can offer a permanent contract where paid/unpaid leave can be taken during school holidays or other defined periods. You tell us what shifts suit you

**Retire and Return** – Have you retired as a nurse but **want to return**. Tell us what shifts you want to work that will suit you.

If you are **unable to commit to traditional shift times and patterns** - we can accommodate flexible hours such as later start times and/or earlier finish times e.g 9:30am - 15:00pm. You tell us what shifts suit you.

Working at Mid Yorkshire NHS Hospitals, you will be supported to work in friendly teams by caring Ward Managers and Clinical Matrons with a passion for high standards.

Development of our staff is key to running our service effectively, and we will invest our time in your professional development. If you are currently working outside of the NHS or in secondary care you will receive training and comprehensive support to get you off to a flying start.

**All you need to do is tell us what suits you.**

## **What were the challenges?**

However much Matrons and Ward Managers as compassionate employers, wanted to support staff to work 'Suits you Shifts' there were significant initial apprehensions. Managers were worried about the impact recruiting new staff with set working patterns would have on other members of their team and the wider impact this would have on their workforce. This challenge was overcome by working closely with the Ward Managers to develop a trust in the process and an understanding of how embracing this recruitment approach could reduce their nursing vacancy, and ultimately improve the working environments for their teams.

## **What were the results?**

The 'Suits You' Registered Nurse advert on NHS Jobs generated much initial interest and has continued to attract many applicants to the position. Since the campaign was launched in January 2020 it has attracted over 30 additional registered nurses to be recruited at the Trust. All of the nurses that applied stated they would not have applied for the generic nursing recruitment advert and stated they liked that the Trust recognised their want to work flexibly.

## **What were the learning points?**

Interestingly many of the flexible working requests weren't too restrictive and were easily accommodated within the right teams. The following are examples of some of the nurses that the 'Suits You' campaign has attracted to work at Mid Yorkshire NHS Hospitals. A millennial nurse wanting to work 3 set weekdays which would her to take on a more active role at church. A generation X nurse wanting to work 30 hours per week, on a school hours, term time contract to enable her to balance looking after her 3 school age children and a busy nursing career. A baby boomer nurse who retired 8 months ago who missed the profession, and looking after people and wanted to work two early shifts 15 hours per week, and a baby boomer nurse who was passionate about trains and worked as a train steward on a weekend and just wanted to work Monday to Friday.

## **Next steps**

Mid Yorkshire NHS Hospitals will continue to recruit 'Suits You' nurses as having seen the positive affect of targeted recruitment managers are now much less resistant to recruiting into flexible working positions and are happy to implement across other workforce settings. This initiative compliments the Mid Yorkshire NHS Hospitals nurse retention portfolio and can be used in conjunction with other retention strategies such as retire and return.

## **Want to know more...**

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