



# London Ambulance Service



NHS Trust

## Recruitment Progress

5<sup>th</sup> February 2016



# Recruitment Summary

## Overview

There are currently 519 active applications in the recruitment pipeline, with the breakdowns detailed below, this does include the internationals which are detailed overleaf.

## National Paramedics

- Our domestic pipeline is currently standing at 30
- We have 30 who are booked on to a course in March 2016
- 2016/ 2017:
  - 32 candidates are awaiting screening
  - 38 candidates are awaiting assessment
  - 33 candidates have been made offers and currently under going pre-employment checks

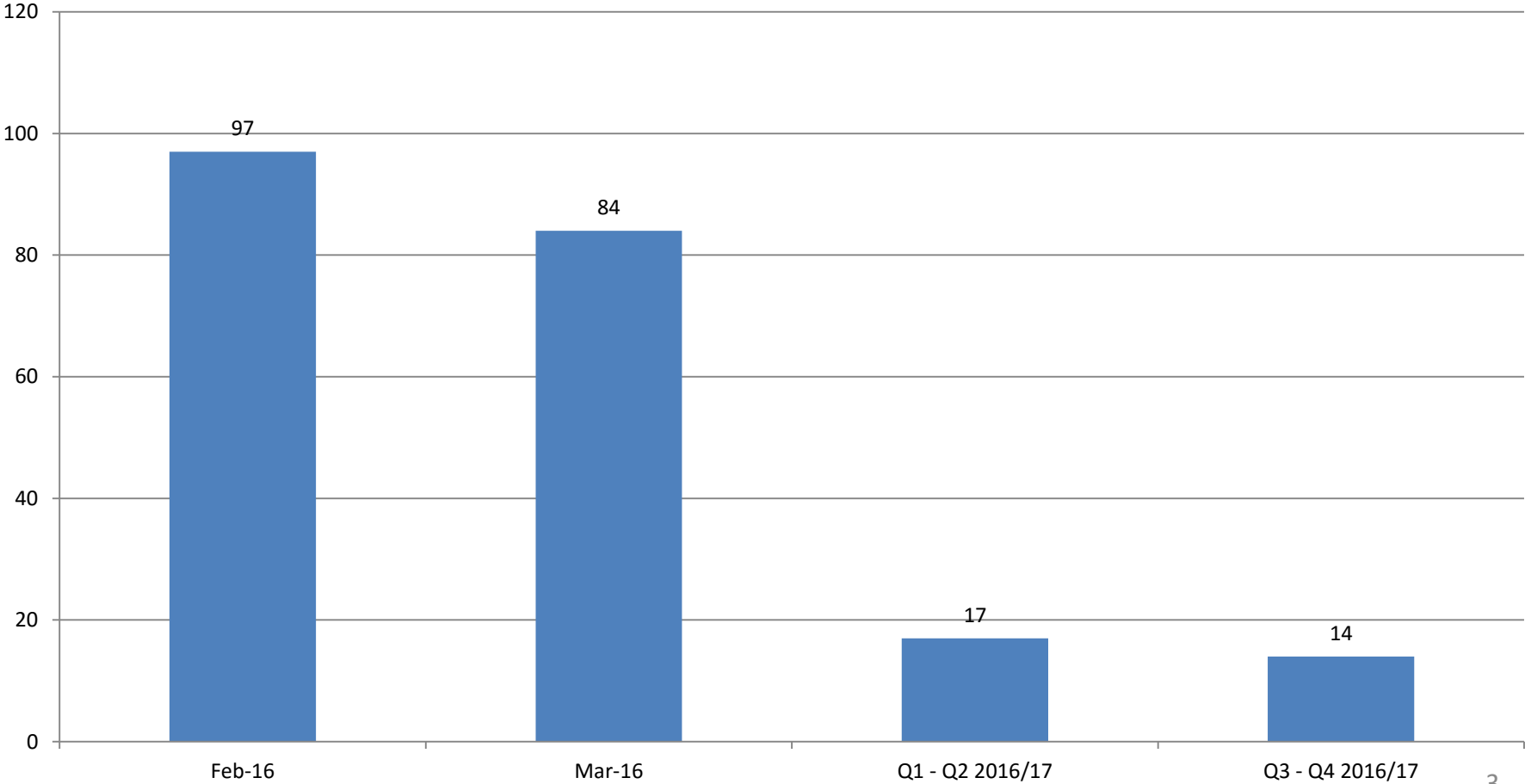
## TEACs

- The current TEAC advertisement is now closed, with the total pipeline standing at 174 WTEs.
- 64 are currently in training due to complete in Q4
- The remainder of the pipeline breaks down to;
  - 16 candidates are due to start a course in February, 2016
  - 36 candidates are due to start courses in March 2016
  - 50 candidates have accepted offers and we are negotiating their start dates subject to C1 driving and references
  - 8 applications are being screened.

# International Recruitment Summary

## Overview

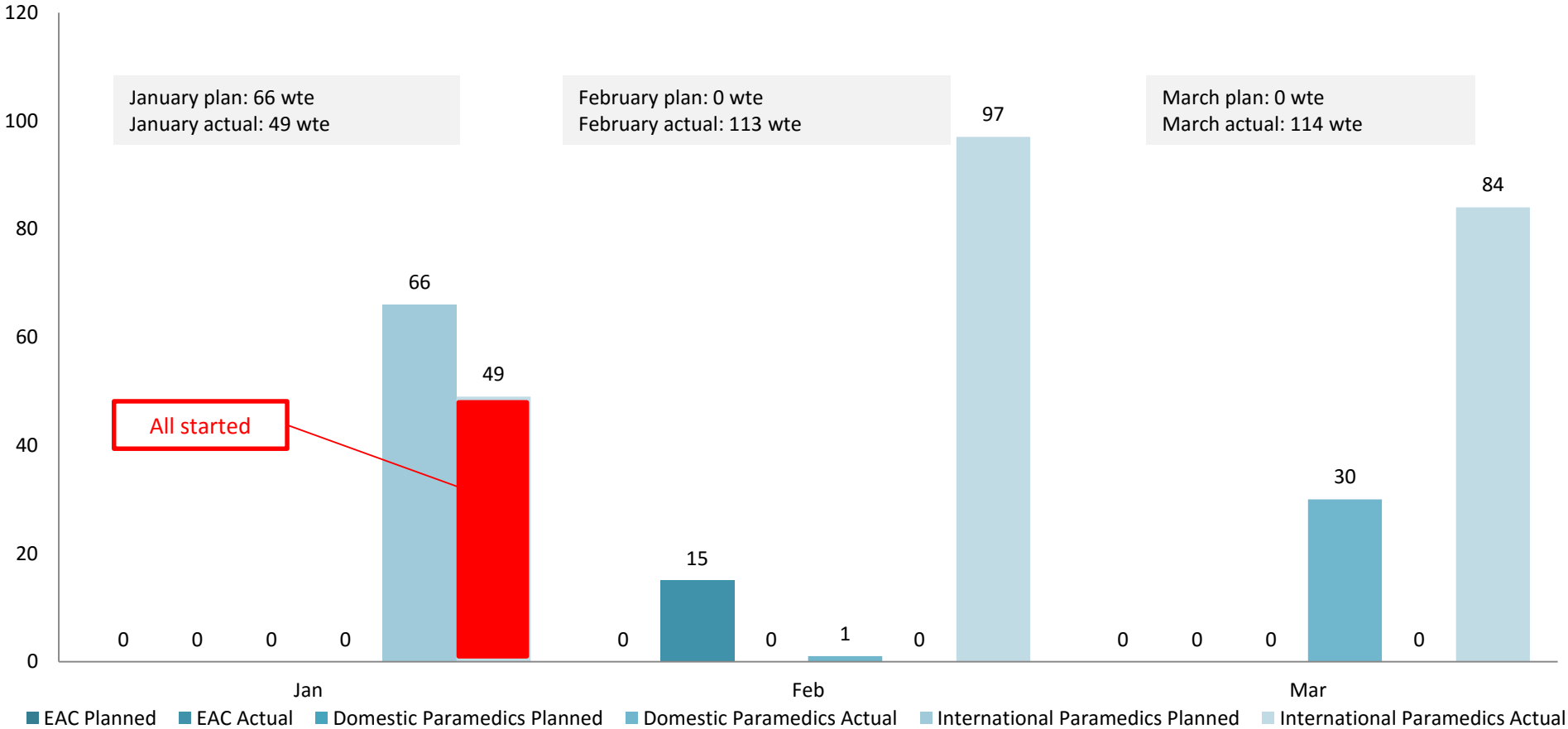
There are currently 212 candidates who have accepted offers in the recruitment pipeline. The expected arrival dates are detailed below; this is subject to change as we confirm visa applications in conjunction with their finalisation of their HCPC registration.



# New Starters Recruited 15/16 Q4

## Summary

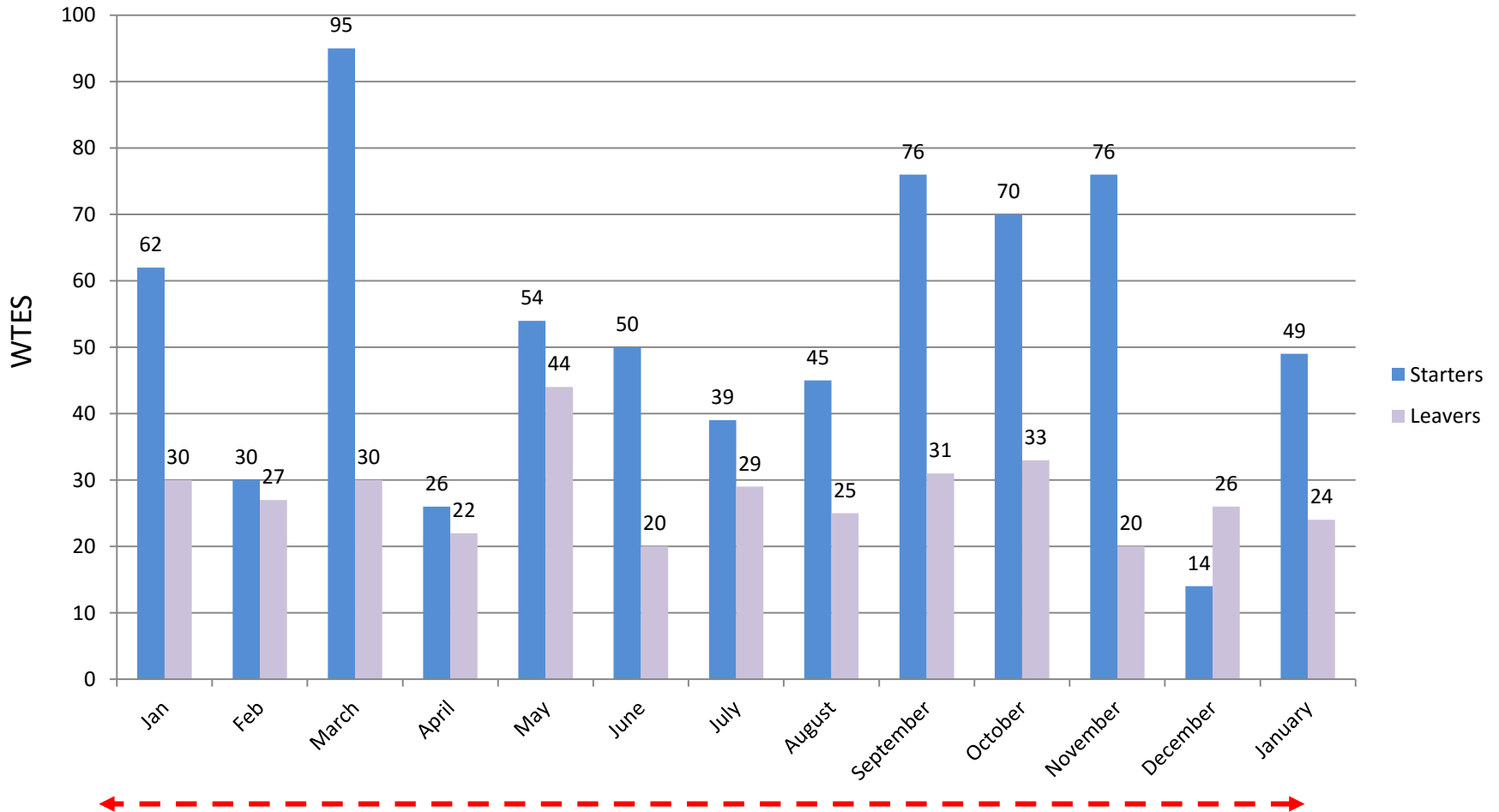
We are currently expecting 276 new staff to join our payroll in Q4 against a plan of 66. Current variance between actual and planned is due to amendments in graduation dates for the internationals. These cohorts of staff will undergo a period of training and supervision prior to becoming fully operational on the frontline. Confidence levels are currently being established as we confirm Visas and HCPC registrations.



# Starters and Leavers

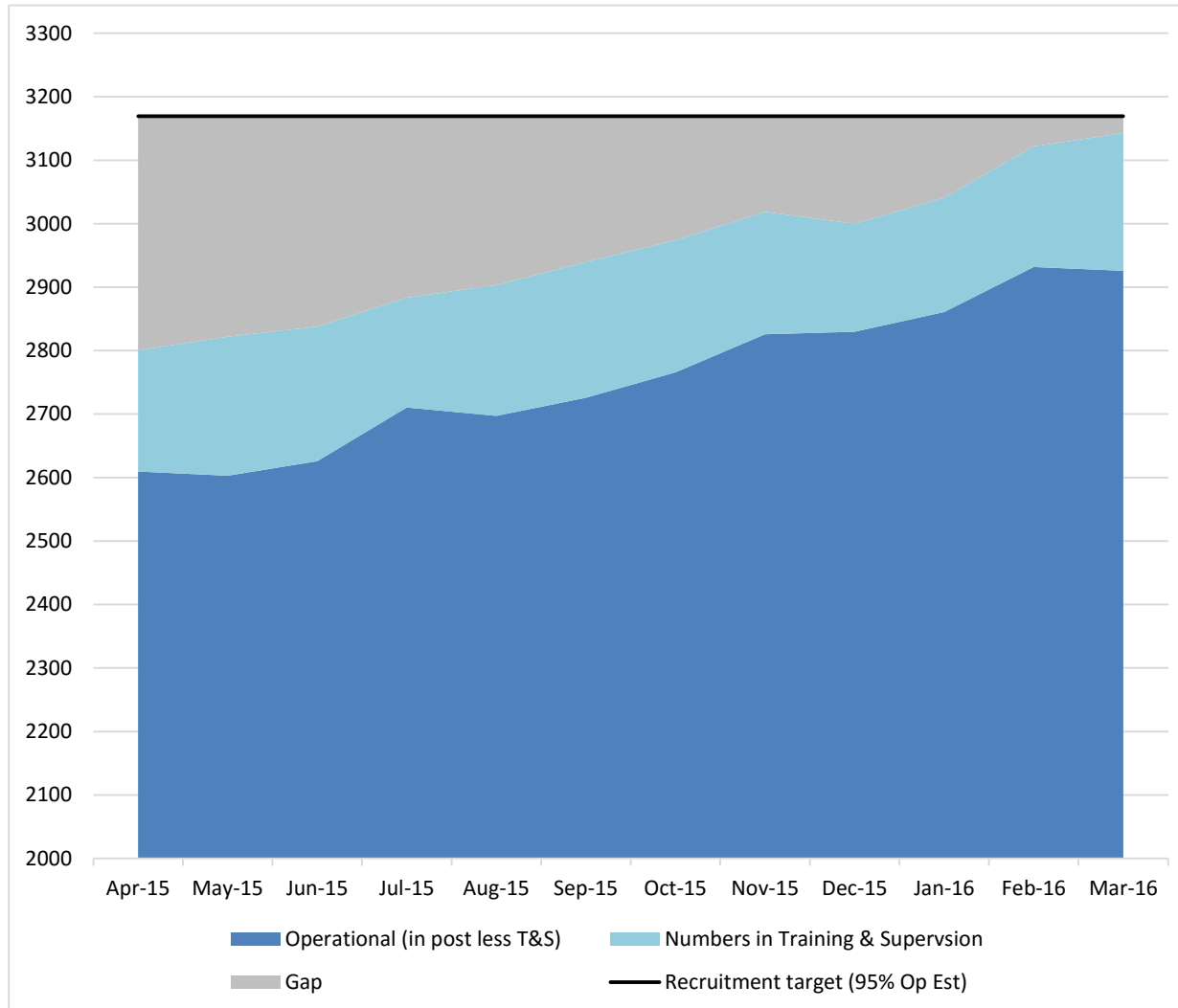
Based on actual leaver and starters data since January 2015

January leavers 2016: 24 (30 in 2015)  
18 Voluntary resignations (25 in 2015)  
3 Retirement (2 in 2015)  
3 Dismissals (3 in 2015)



Based on actuals

# Operational In Post - Trajectory



The graph opposite shows our operational in post position by month, with those in training and supervision also.

This shows by the end of March we will have:

- 2926 Operational staff working on the front line (92%)
- 217 Staff still in supervision and training
- 26 Vacancies