



Recruitment Progress

28th May 2015



Recruitment Summary

National Paramedics

- We have recently conducted an assessment centre in Ireland for qualified Paramedics and have made 9 offers; 4 candidates have started with LAS in April. The remaining 5 are anticipated to start training in either May or June; these will not be reflected in our figures until they have confirmed their start dates
- Our graduate pipeline is currently standing at 155. This breaks down to 125 offers being made and 30 interviews planned
- In addition we have received plus 15 new applications from registered paramedics.

TEACs

- The current TEAC pipeline is standing at 550 WTEs. This is subject to candidates failure to progress at stages in the journey (e.g. assessment, interview and references).
- 73 are currently in training due to complete in Q1, of these 30 are due to go into supervision on Monday 1st June
- No TEACs are currently in supervision
- The remainder of the pipeline breaks down to;
 - 119 candidates booked on to courses
 - 158 candidates have accepted offers and we are negotiating their start dates subject to C1 driving and references
 - 34 candidates are awaiting interview
 - 35 candidates are awaiting assessment
 - 131 applications are being screened.

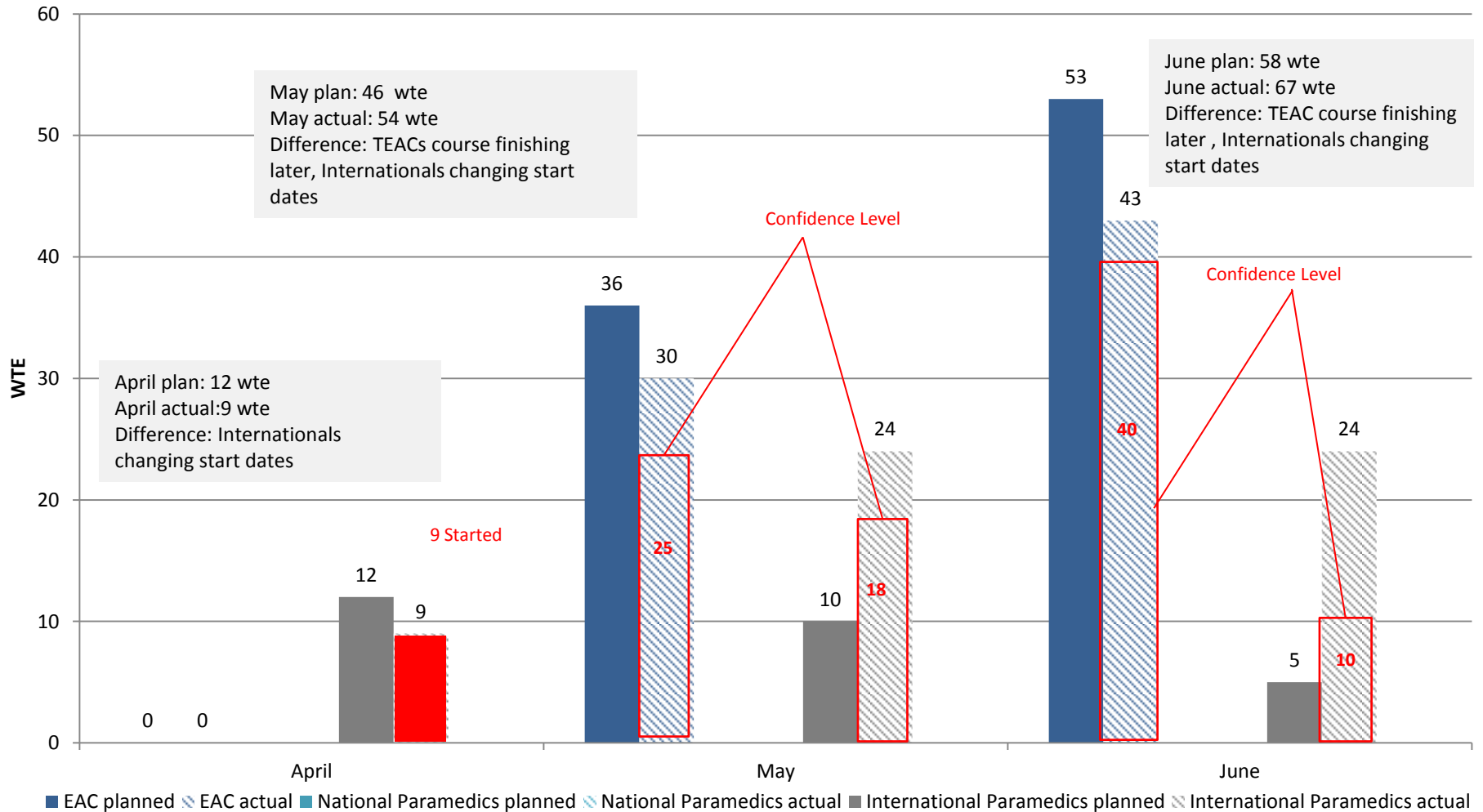
International Paramedics

- We have now completed our 15/16 international recruitment drive and we have made a total of 225 offers of employment. We are working through the precise start dates for these candidates
- We met with the HCPC last week to discuss the 15/16 pipeline and what further activities we can undertake to streamline the process.

Recruitment performance against plan: 15/16 Q1

Summary

We are currently expecting **130** starters against a plan **116 staff** to join our service in Q1 and have illustrated below our confidence levels for these starters. The international starters continue to fluctuate between months.



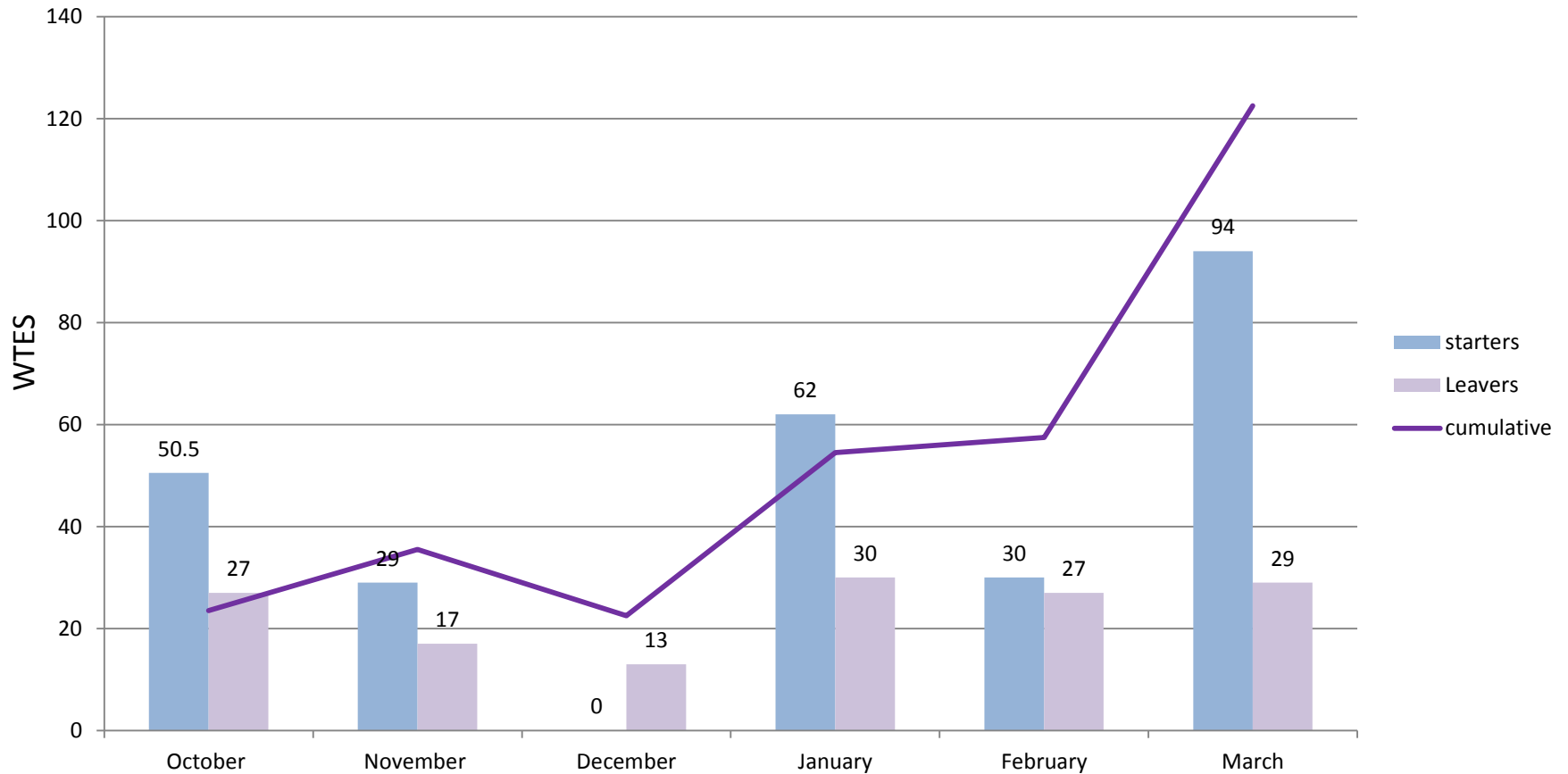
2014/15 Final year end position

The table below details the final position for 14/15.

2014-15 Establishment	2014/15 establishment	Total in post staff at year end	Vacancies remaining going into 15/16
Paramedics	1,774.80	1483.31	291.49
Non Paramedics	1,281.72	1253.24	28.48
Total	3,056.52	2,736.55	319.97

Starters and Leavers

Based on actual leaver and starters data from October 2014 to year end



Based on actuals

15/16 Operational Staff Trajectory - Draft

The graph below illustrates new frontline starters, staff in training and staff starting operationally. We are continuing to develop this representation and therefore this may change over the coming weeks as we refine the detail.

