



London Ambulance Service



NHS Trust

Recruitment Progress

26th June, 2015



Recruitment Summary

National Paramedics

- Our graduate pipeline is currently standing at 118. This breaks down to 101 booked on courses . We also have a further 17 graduates who do not require attendance at a course joining us through September.
- We are progressing a number of qualified national paramedics

TEACs

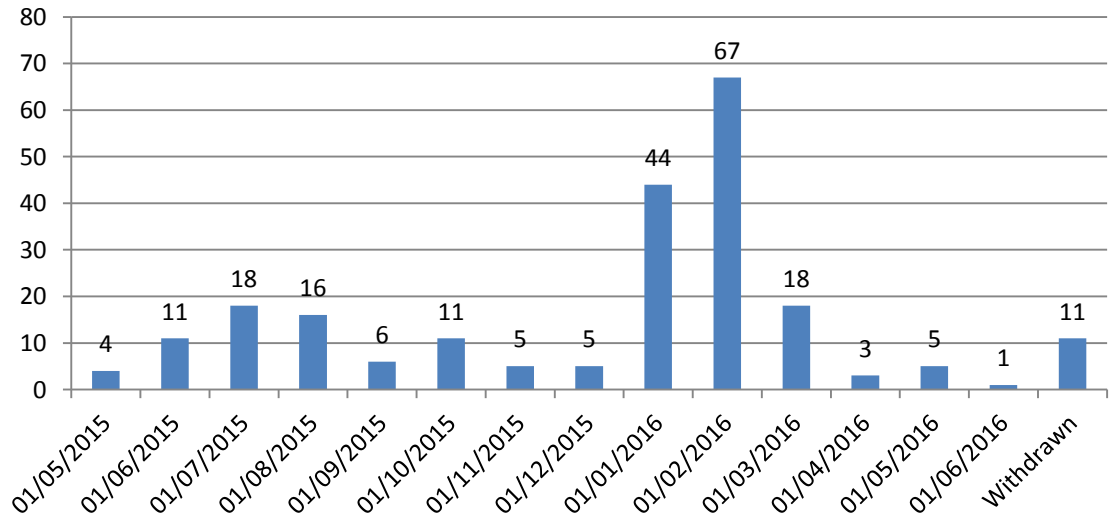
- The current TEAC pipeline is standing at 621 WTEs. This is subject to candidates failure to progress at stages in the journey (e.g. assessment, interview and references).
- 33 are currently in training due to complete in Q1
- 41 TEACs are currently in supervision
- The remainder of the pipeline breaks down to;
 - 158 candidates booked on to courses
 - 169candidates have accepted offers and we are negotiating their start dates subject to C1 driving and references
 - 71 candidates are awaiting interview
 - 43 candidates are awaiting assessment
 - 106 applications are being screened.

International Paramedics

We have now completed our 15/16 international recruitment drive and have made a total of 225 offers of employment. Of these 214 candidates have accepted our offers.

Figure 1 details the current start dates (starting training) for these. Please note that for newly qualified paramedics it will be a maximum of 17 weeks from start date to operational deployment.

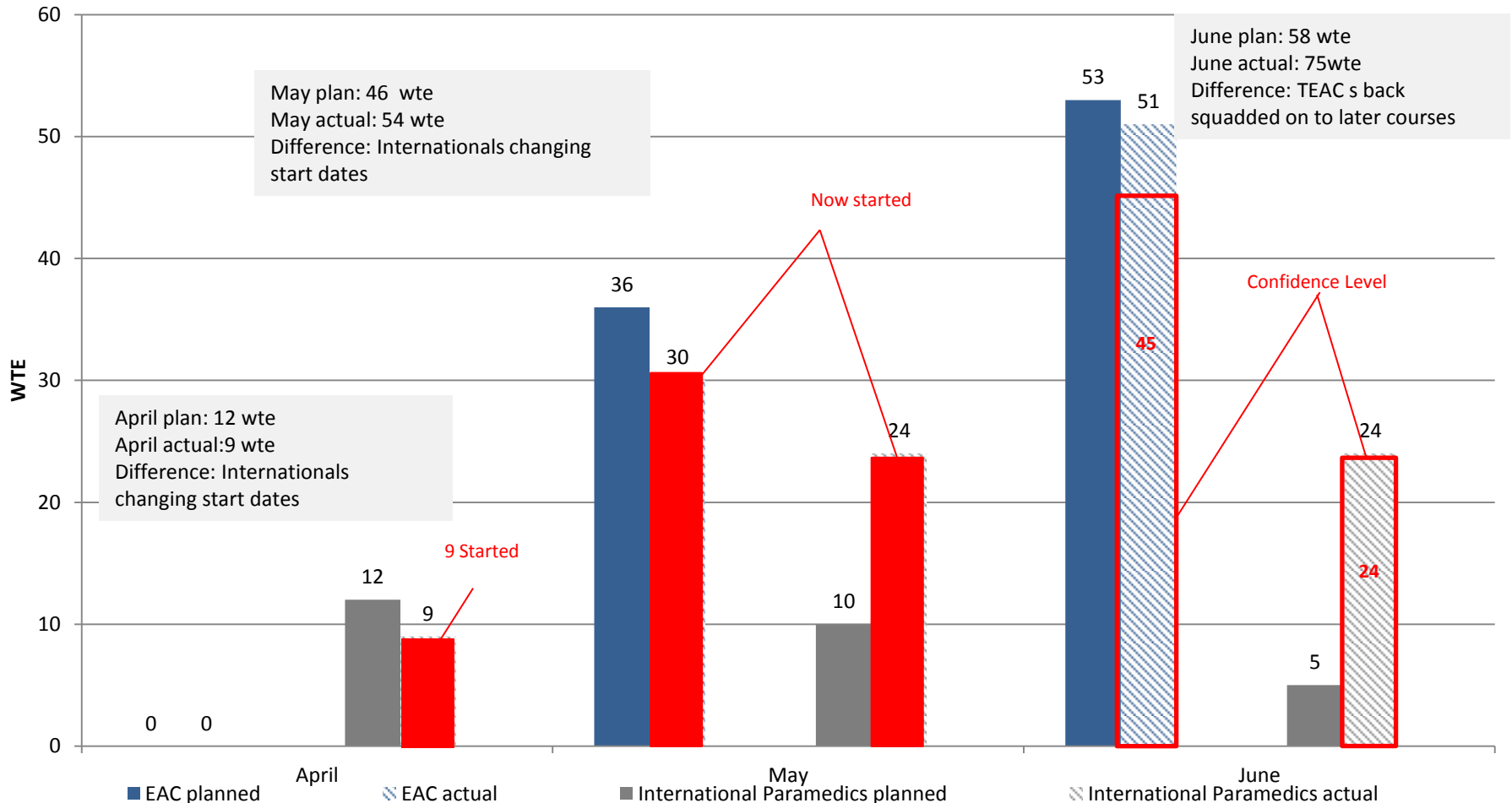
Figure 1



Recruitment performance against plan: 15/16 Q1

Summary

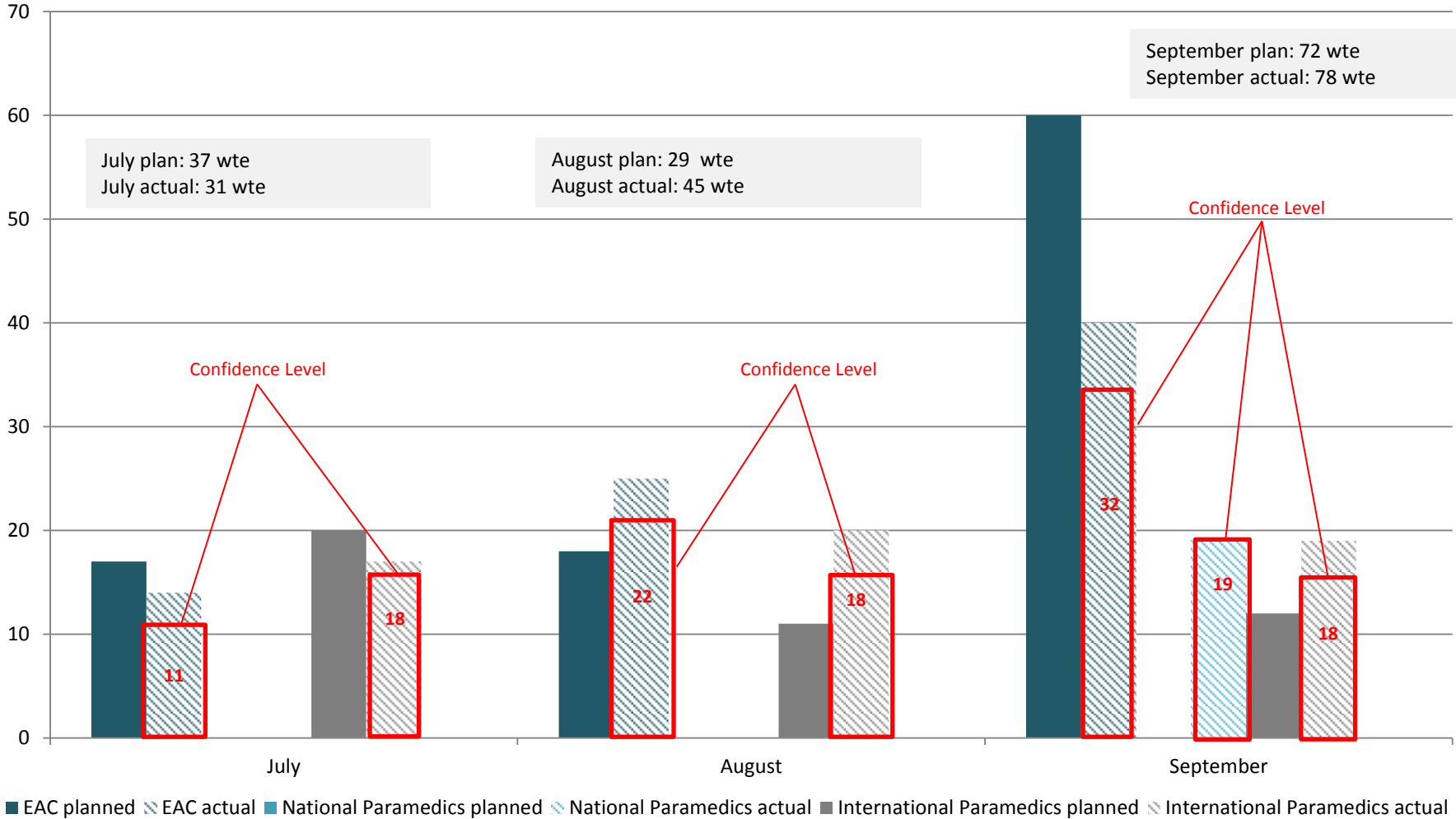
We are currently expecting **138** starters against a plan **116 staff** to finish training and begin supervision in Q1 and have illustrated below our confidence levels for these starters. The international starters continue to fluctuate between months.



Recruitment performance against plan: 15/16 Q2

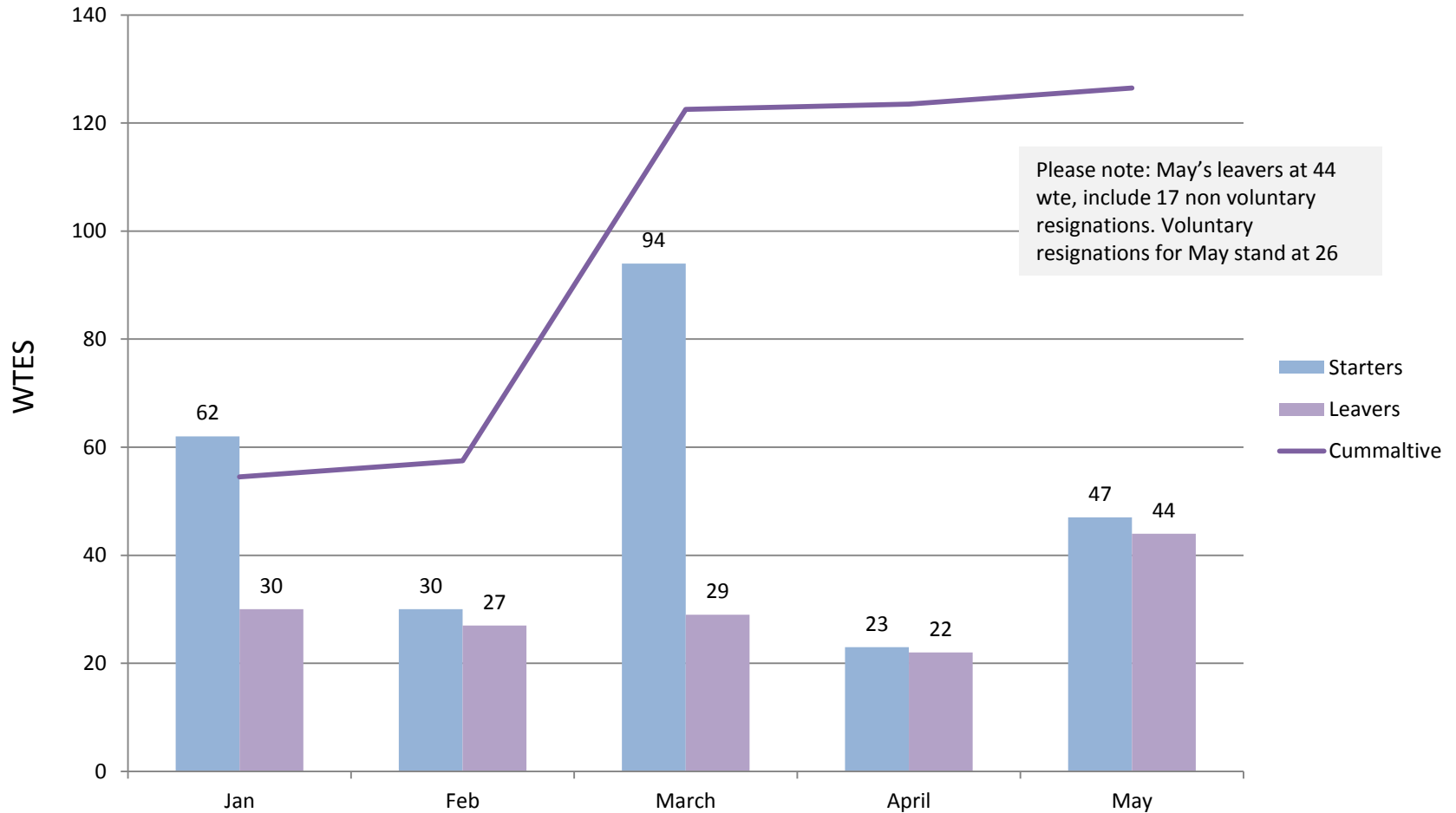
Summary

We are currently expecting **154** starters against a plan **138 staff** to finish training and begin supervision in Q2 and have illustrated below our confidence levels for these starters. The international starters continue to fluctuate between months, TEAC confidence levels are based on a 80% pass rate



Starters and Leavers

Based on actual leaver and starters data for the past six months

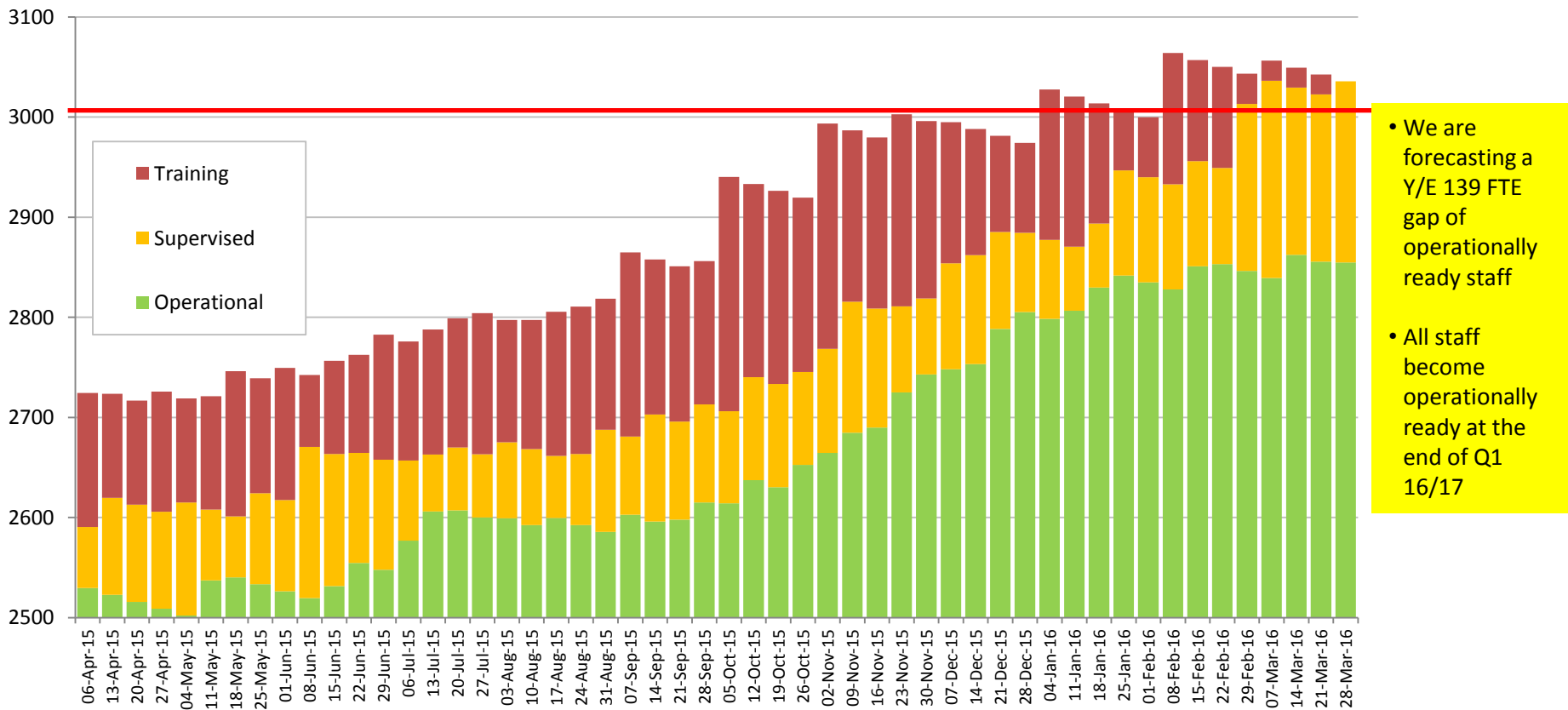


Based on actuals

15/16 Operational Staff Trajectory – Work in progress

Finance, Performance and Recruitment are currently finalising the graph below. However changes to the overall trajectory are anticipated to be minimal. This has been updated to reflect changes in course numbers.

The graph illustrates new frontline starters, staff in training and staff starting operationally against an establishment target of 3004 wte. We are forecasting to hit establishment in November however we will not reach fully operational levels until June 2016. The shortfall is currently anticipated to be approx. 139 FTEs and we are exploring options to address this.



NB. Figures include a leavers rate of 30 pcm throughout 15/16 (Removed from the operational workforce at 7 wte per week).