

# PARAMEDIC RECRUITMENT-MARCH 2015

## National Paramedics

- The starting profile of the national paramedics has altered with candidates choosing to complete training in March opposed to January. The revised actual figure has reduced from 10 to 8.

## EACs

- 78 EACs are currently in training and will join the service between January and March 2015
- 15 of the 78 EACs joined operations on 19 January 2015
- A further 11 EACs joined operations on Monday 9<sup>th</sup> February this was against a target of 12
- The new advertisement for EACs appeared in the Evening Standard on Monday 12<sup>th</sup> January; from this advert we have made 53 offers and have a further 33 interviews scheduled.

## International Paramedics

- The total number of International Paramedics due to join us Q4 has reduced from 105 to 98. This was against an original plan of 23. 3 candidates have deferred to 2016, 2 have deferred to Q1 (April & June) and 2 others have withdrawn (1 due to financial reasons and the other has taken a post back home).
- 10 of the 98 international candidates started on 5<sup>th</sup> January, 32 of the 98 started training on the 26 January. A further 19 started on the 9<sup>th</sup> February. A total of 61 international paramedics have now joined LAS
- Remaining start dates for internationals in Q4 are the 2<sup>nd</sup> and 9<sup>th</sup> March.
- March and April starting numbers are still subject to fluctuation and we are anticipating some further changes next week as candidates re-confirm their start date preferences for these months
- We are continuing to work with the HCPC, meeting with them weekly, to discuss outstanding registrations, and resolve issues encountered with registration process.
- We are currently not experiencing any issues in relation to visas
- Subsequent to our presentation with Health Education England and the Department of Health to the Migration Advisory Committee, Paramedics we have now been added to the 'National Shortage Occupations List'.
- **Summary**
- We are aiming for **189 staff** to join our service in Q4 and have illustrated below our confidence levels for these starters. The reduction is mainly due to reductions in international candidates 3 candidates deferring to 2016, 2 deferring to Q1 (April & June) and

2 others withdrawing (1 due to financial reasons and the other has taken a post back home).  
 1 EAC also did not complete training in February and the figure for national paramedics due to complete training has reduced to 8 from 10. The total international candidates wishing to start in Q4 has reduced from 105 to 98 against a target of 94 wte.

- The table below details our forecast outturn for 14/15. This is based on the month 9 position, anticipated turnover and forecasted starters for Jan-March.

2014-15 Establishment	2014/15 establishment	In post (M9)	Vacancies	Expected turnover (M10 – M12) - 5 paramedics and 2 non paramedics pw	Anticipated new starters 14/15 (Jan-March)	Total in post staff at year end	Vacancies remaining going into 15/16
Paramedics	1,774.80	1,410.34	364.46	65	111	1456.34	318.46
Non Paramedics	1,281.72	1,176.74	104.98	26	78	1228.74	52.98
<b>Total</b>	<b>3,056.52</b>	<b>2,587.08</b>	<b>469.44</b>	<b>91</b>	<b>189</b>	<b>2685.08</b>	<b>371.44</b>