

Extra nurses and midwives making a difference

Recruitment of the extra 34 nursing and midwifery FTE is nearly complete.

The additional FTE was part of a one-off \$38 million nationwide Government package to provide immediate relief to clinical areas with staffing pressures.

The new staff are helping to alleviate workload pressures.

“The 3.4 FTE has enabled easier rostering with 34 shifts a fortnight covered. We are able to cover all of our shifts throughout the week. The ward feels positive with a new energy and improved staff morale and job satisfaction. The staffing reportable events have reduced significantly since the extra FTE has been implemented,” says Lynne Cowley, charge nurse manager ward 1 child health.

“The staff are finding having 7 staff on nights incredibly positive. The extra staff member has enabled a more even distribution of workload along with increased job satisfaction as staff are able to complete their work improving patient care,” says Donna Mclennan, charge nurse manager 7 north.

Recruitment continues for the final positions. This includes a recruitment drive in the UK.

Ward / Unit	Extra FTE	Recruited
Outpatients – Ophthalmology	1.2	Yes
Outpatients - Orthopaedics	0.8	Yes
Ward 1 - Paediatrics	3.4	Yes
Ward 2 - Paediatrics	0.8	Yes
4 North - Maternity	1.7	Yes
Delivery Suite	1.7	Yes
NICU	0.5	Yes
5 North	3.4	Yes
5 South	1.7	Yes
6 North	1.7	Yes
6 South	2.2	Yes
7 North	1.7	Yes
Emergency Department	1.7	Yes
MAPU	1.7	Yes
Paediatric Diabetes	1	Yes
Community Nursing Service - Wellington	1	Yes
Community Nursing Service - Kenepuru	1	Yes
Ra Uta MHOP Psychogeriatric Inpatient Unit	3.4	2 FTE recruited
Hikitea ID Youth Inpatient Unit	3.4	1 FTE recruited

CHANGES TO OUR RECRUITMENT PROCESSES

The recruitment team have been busy looking at how they can better support hiring managers while they're recruiting. This started with the recruitment of the additional 34 nursing and midwifery FTE.

A significant advertising campaign was run using digital platforms such as LinkedIn and Facebook which attracted close to 100 applications. Candidates who weren't offered roles were added to the candidate pool which was utilised to fill nursing positions in the winter wards. They also funnelled candidates across to the IOC to fill both permanent and casual nursing positions.

The recruitment team have been busy updating the way we advertise our vacancies, refreshed position descriptions, launched the CCDHB LinkedIn and reviewed the recruitment process.

These simple changes have had a significant impact on the time it takes to recruit; in 2018 our average time to recruit nurses was 53 days whereas our average time to recruit so far this year is only 25 days.