



# How we can help you build, plan, develop and retain your workforce

## How we support your human resources and recruitment needs

- We deliver recruitment campaigns across health systems. We'll help you recruit the right people with their skills, behaviours and values tested through an assessment centre approach, including access to a range of ability, aptitude and personality psychometric tests
- Our fully automated 'Trac' system speeds up the entire recruitment process – from the wide promotion of vacancies across social media and web platforms; the capture, reviewing and short listing of applications, through to the sending and storing of job offer documentation
- Bespoke training programmes developed for all levels of staff and management
- Rollout of e-learning provision via Electronic Staff Record (ESR) online solution giving managers data regarding training compliance
- Configuration, administration and reporting of third-party learning management solutions
- Workforce reporting and intelligence
- Manager self-service, supported by training
- Employee self-service, via chatbot solutions
- Collaborative development of efficient workforce models
- Full range of employment relations support, such as conflict resolution through accredited mediation and conciliation services.

## Our strategic organisational development support

- Our network of coaches, mentors and organisational design experts work with your people to co-design organisation development strategies. We will help you develop your people's capacity, capability and confidence to help your organisation achieve its strategic objectives
- We deliver a range of listening and facilitation initiatives, taking in both anonymous and visible feedback
- Our long track record of delivering change across health systems and complex organisations – including our own – underpins our expertise
- We can help you understand your team or organisational culture and create positive shifts in attitudes and behaviours, for example, during organisational mergers and integrated system working
- Internal communications expertise can help create the 'signs and symbols' for positive change, keeping your people engaged and informed.

For more information on our products and services contact us today:

**Email:** [mlcsu.commercial@nhs.net](mailto:mlcsu.commercial@nhs.net)

Visit us [mlcsu.co.uk](http://mlcsu.co.uk)





## Improving the speed and candidate experience of recruitment with Trac

- 'Time to hire' (from vacancy authorisation to start date) target of 57 days (excluding notice period) was surpassed well ahead of schedule with an average of 44.3 days (excluding notice period)
- Time between conditional offer and unconditional offer just 15.3 days (under the target of 27 days)
- Comprehensive reporting on equal opportunities and analysis of drop-out rates and the source of applications.



For more information on our products and services contact us today:

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