



# How we can help you attract and select talent

**NHS Midlands and Lancashire CSU (MLCSU) delivers a scalable high-quality end-to-end recruitment service, and we can support you to:**

- Respond to NHS England's Overhauling Recruitment guidance and review and embed the right tools, technology and practice for your organisation, including consideration of collaborative models of recruitment
- Develop and deliver scalable campaigns for high-volume or hard-to-fill roles
- Create compelling employee value propositions and use this to attract candidates
- Maximise the use of recruitment portal systems such as Trac
- Utilise digital marketing opportunities, job boards and other advertising channels with a strong focus on reaching a diverse talent pool
- Implement and use the digital staff passport to help streamline the movement of staff within the NHS
- Develop and deliver inclusive and innovative selection methods such as values-based assessment, assessment centres and competency-based questions
- Utilise a range of psychometrics giving insight into personality, behaviour, aptitude and leadership qualities for assessment and selection including delivery of assessment centres
- Upskill your team in the area of job evaluation
- Tap into flexible resourcing through our [Talent One](#) service.

## Why choose MLCSU?

- By the NHS for the NHS
- Flexible resources to give you the capacity to implement change
- Extensive experience and skills derived from practical application in a range of settings including systems and trusts
- Filled over 2,275 vacancies on behalf of clients in 12 months, with over 17,500 applicants processed
- Consistently ranks in top quartile of Trac (recruitment system) benchmarking for performance in time to complete pre-employment checks, with an average of 12 days from conditional offer to unconditional offer
- Supports at-scale delivery and able to conduct independent recruitment options appraisal in line with NHS guidance
- Focused on efficiency and can support with business case development and outcomes tracking
- Flexible engagement options and straightforward, rapid procurement and delivery.



## Case study: National Institute for Health and Care Excellence

Successfully worked with National Institute for Health and Care Excellence's (NICE's) in-house recruitment team to procure and implement a new applicant tracking system, including configuration, interfaces and candidate and manager communications. Full training was provided to HR colleagues and recruiting managers, and the system was fully functional within three months. We continue to provide outsource recruitment support reducing time to hire to 33 days from advertising to unconditional offer, reducing the need for off-payroll workers, and more recently, supporting committee recruitment.



## Case study: Primary care networks

In as little as eight weeks, we supported North Solihull Collaborative Primary Care

Network (PCN) with the recruitment of four clinical pharmacists from start to finish, allowing the PCN to start their new services on time. We carried out the complete range of pre-employment checks, conditional and later unconditional offer letters, locating missing documentation, occupational health arrangements, DBS checks, checking references, agreeing a start date with candidates and hiring managers, providing details to the payroll provider, drafting bespoke contracts of employment and an internal personnel file for each employee. The project's success led to MLCSU providing similar services to three further PCNs.



## Case study: Specialist NHS trust

Managed end-to-end process for all vacancies at a specialist NHS trust,

including clinical recruitment, doctor rotations, executive appointments and high-volume recruitment to the staff bank. Deployed the trust's first automated applicant tracking system and delivered at-scale recruitment to support the COVID-19 pandemic response with bank staff and the Bring Back Staff scheme. In the last year we recruited almost 50 full-time equivalent employees per month, processed over 4,000 applications and made over 500 offers with associated pre-employment checks. Time to hire from conditional offer to completion of pre-employment checks fell to 24.9 days.

## How we do it:



Engage and work closely with local stakeholders to upskill and collaborate



Deploy an experienced team with a range of skills to deliver well defined and agreed outcomes with, and for you



Provide assurance reports for your governance structure as needed



Utilise expertise from across MLCSU to offer holistic support including HR, communications and engagement, project management, and so on.

**Enabling you to be outstanding through transformative people solutions.**

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

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