

## **NHS Commissioning Board Authority recruitment update 20 September 2012**

The attached table provides information about progress with the filling of posts in the NHS Commissioning Board (NHS CB). For each directorate in the NHS CB, the table shows the number of posts that have been filled or are currently in the process of being filled. Posts are being filled in two ways.

- By transfer – where a post is part of a transferring function, it is compared (job matched) with posts in sending organisations. If there is a match, then the individual who is matched will transfer. If more than one individual matches, then there is a competitive process to determine who will transfer.
- By recruitment – where a post is in a transferring function but there is no job match or where it is not part of a transferring function, it is made available for competition. Initially this is limited (ring-fenced) to staff who are at risk/affected by change.

Information is presented about very senior manager (VSM) posts and Agenda for Change (AfC) posts. It should be noted that the VSM category includes a number of posts filled by clinicians.

Column A – identifies the NHS CB directorate

Column B – the total number of posts in each directorate

Column C – the number of posts filled to date by recruitment

Column D – the number of posts filled to date by transfer

Column E – sum of columns C and D

Column F – the total number of posts currently in recruitment

Column G – the total number of posts that are currently subject to job matching

Column H – the percentage of posts filled. This shows the progress being made towards the March 2013 target of having filled substantially all posts, to enable the organisation to deliver its full range of responsibilities from April 2013 onwards.

Column I – the number of posts that have been filled or that have been made available for ring-fenced competition to all staff at risk/affected by change.

Column J – the percentage progress towards the December 2012 target of giving all staff in the system certainty about their future employment post March 2013. (This is column I as a percentage of column B.)

In summary, the table shows that 101 posts have been filled to date and that a further 501 posts are currently in recruitment or subject to job matching.

Recruitment update 19-Sep-12  
NHS Commissioning Board Authority - core structure

	A	B	C	D	E	F	G	H	I	J
<b>VSM posts</b>										
Directorate	Total number of VSM posts	Post filled via recruitment	Posts filled by transfer	Total number of posts filled	Posts currently in recruitment	Posts - transfer in progress	Notes	% progress to Mar 2013 target	Appointments/2 rounds R/F rec	% progress to Dec 2012 target
HR Directorate	5	2	0	2	2	0		40	5	100
Commissioning Development	5	5	0	5	0	0	a	100	5	100
Finance	4	2	0	2	2	0	b	50	4	100
Medical	25	5	1	6	1	18		24	7	28
Nursing	5	3	0	3	2	0		60	4	80
Operations	207	36	3	39	155	15		19	43	21
Patients & Information	9	3	1	4	5	0		44	9	100
Transformation	5	3	1	4	0	0		80	4	80
Policy	5	4	0	4	1	0		80	5	100
<b>Total</b>	<b>270</b>	<b>63</b>	<b>6</b>	<b>69</b>	<b>168</b>	<b>33</b>		<b>26</b>	<b>86</b>	<b>32</b>
<b>AfC posts</b>										
Directorate	Total number of AfC posts	Post filled via recruitment	Posts filled by transfer	Total number of posts filled	Posts currently in recruitment	Posts being filled by transfer	Notes	% progress to Mar 2013 target	Appointments/2 rounds R/F rec	% progress to Dec 2012 target
HR Directorate	23	1	0	1	6	0		4	1	4
Commissioning Devt	71	0	0	0	24	48	a	0	0	0
Finance	107	1	0	1	2	1		1	1	1
Medical	92	0	0	0	3	55		0	0	0
Nursing	72	2	27	29	1	0		40	29	40
Operations	2850	0	0	0	9	0	c	0	0	0
Patients & Information	200	0	0	0	3	7		0	0	0
Transformation	58	0	0	0	0	12		0	0	0
Policy	220	1	0	1	127	0		0	1	0
<b>Total</b>	<b>3693</b>	<b>5</b>	<b>27</b>	<b>32</b>	<b>175</b>	<b>122</b>		<b>1</b>	<b>32</b>	<b>1</b>
<b>Total posts</b>										
Directorate	Total number of posts	Post filled via recruitment	Posts filled by transfer	Total number of posts filled	Posts currently in recruitment	Posts being filled by transfer	Notes	% progress to Mar 2013 target	Appointments/2 rounds R/F rec	% progress to Dec 2012 target
HR Directorate	28	3	0	3	8	0		11	6	21
Commissioning Devt	76	5	0	5	24	48	a	7	5	7
Finance	111	3	0	3	4	0		3	5	5
Medical	117	5	1	6	4	73	b	5	7	6
Nursing	77	5	27	32	3	0		42	33	43
Operations	3057	36	3	39	164	15	c	1	43	1
Patients & Information	209	3	1	4	8	7		2	9	4
Transformation	63	3	1	4	0	12		6	4	6
Policy	225	5	0	5	128	0		2	6	3
<b>Total</b>	<b>3963</b>	<b>68</b>	<b>33</b>	<b>101</b>	<b>343</b>	<b>155</b>		<b>3</b>	<b>118</b>	<b>3</b>

Notes:

a Excludes CSU development team posts

b Includes 18 National Clinical Director posts, likely to be on medical and dental terms & conditions

c Excludes FHS posts