

## Recruitment information presented to the NHS CB Board on 8<sup>th</sup> November 2012

### Recruitment to very senior manager (VSM) posts

We have filled 185 (83%) of our 222 VSM posts.

In order to play our part in delivering the system-wide commitment of ensuring that all staff in the system have certainty about their future employment by December, it is necessary for us to complete job matching (where required) and ring-fenced competition by the end of December. To date 209 (94%) of our 222 VSM posts have been made available for ring-fenced competition, and can therefore be considered to be compliant with the December objective.

	Total posts	Posts filled	% filled	Completed ring-fenced competition	% delivery of Dec target
<b>National Support Centre</b>					
Commissioning Devt	6	5	83%	5	83%
Comm Supp Trans	4	1	25%	1	25%
Finance	4	4	100%	4	100%
Human Resources	5	5	100%	5	100%
Medical	5	2	40%	3	60%
Nursing	5	4	80%	5	100%
Patients and Information	9	9	100%	9	100%
Policy	5	5	100%	5	100%
Transformation	5	5	100%	5	100%
Ops - National	9	7	78%	7	78%
<b>Regions</b>					
Ops – North	52	49	94%	51	98%
Ops - Midlands and East	47	36	77%	46	98%
Ops – London	24	21	88%	22	92%
Ops - South	42	32	76%	41	98%
<b>Total</b>	<b>222</b>	<b>185</b>	<b>83%</b>	<b>209</b>	<b>94%</b>

### Job matching

Where posts are part of a transferring function (i.e. a function which is transferring from a sending organisation to the NHS CB) it is necessary to undertake job matching to compare posts.

Of the 4231 posts in the NHS CB, 2976 (70%) require job matching. To date, matching has been completed for 930 posts and a further 1174 are currently in the job matching process.

	Total number of posts	Number of posts requiring matching	Posts yet to be sent for matching	% yet to be sent for matching	Posts in matching	% in matching	Posts for which matching complete	% matching complete
National support centre	1022	398	38	10%	69	17%	291	73%
North	1002	727	202	28%	524	72%	1	0%
Midlands & East	914	821	223	27%	257	31%	341	42%
London	460	376	38	10%	53	14%	285	76%
South	833	654	371	57%	271	41%	12	2%
<b>Total</b>	<b>4231</b>	<b>2976</b>	<b>872</b>	<b>29%</b>	<b>1174</b>	<b>39%</b>	<b>930</b>	<b>31%</b>