

RECRUITMENT OF ALL AHP AND HEALTHCARE SCIENCE STUDENTS GRADUATING IN SUMMER 2020

The following statement follows consultation and agreement between:

- HEIW
- The Council of Deans for Health in Wales
- Health Boards and NHS Trusts – Directors of Therapies and Healthcare Sciences
- NWSSP – Employment Services

2020 sees the largest ever cohort of graduating AHP and Healthcare Science students from Welsh Universities. There are fantastic opportunities across Wales for graduates to work and make a valued contribution to improving health and care outcomes for our citizens; as identified in A Healthier Wales. The recent collaborative work suggests there will be more roles available than graduates.

Graduates are encouraged to apply for roles across the whole system: secondary, primary, community care, local authorities and the third sector. If a student has already gained employment in one of these areas then this will be recognised as starting the obligation to work in Wales for two years.

To ensure that this is recorded please can students e-mail HEIW at HEIW.EdCommissioning@wales.nhs.uk

With the pandemic currently affecting the UK we all appreciate this is an unsettling and difficult time for students. However, we believe that clarity surrounding the recruitment process will ease some of the pressures and concerns currently being experienced. After careful consideration the recruitment process will be split into three categories as set out below.

The 2020 recruitment process for all Allied Health Professionals (excluding Operation Department Practitioners), Healthcare Sciences (Cardiff Metropolitan University) and Cardiac Physiology (Swansea University).

Health Boards and NHS Trusts to develop an “annual recruitment plan”

1. This entails advertising all jobs that are vacant / likely to become vacant before December 2020
2. This will entail developing fast-tracking the current system that has controls in place
3. Whilst there will not be a definitive “go live” date all jobs will be released at approximately the same time and certainly before **10th April 2020**
4. Recruitment of advertised jobs will be undertaken as soon as possible after they are advertised but some start dates may be phased with the majority starting as soon as possible. Some roles may be scheduled to commence in (for example September). This guarantees job for the successful students – some may welcome a break after three years of study. Where possible students preferred start dates will be matched to the annual recruitment plan
5. In light of the current pandemic facing the country the interview process is likely to be abridged and interviews are likely to be via skype or telephone

If students are unsuccessful in gaining employment – in order to appeal to be released from their 2 year tie-in obligation - they will need to evidence that they have applied for 3 jobs – with quality application forms / performance at interview – and been unsuccessful.

The 2020 recruitment process for Operation Department Practitioners

It is recognised that nurses – via the streamlining process – may have access to jobs in theatres before ODP's have the opportunity to apply. Therefore, with immediate effect ODP's will be added into the streamlining process and will be given "first call" on all relevant jobs. There will be theatre jobs available for nurses after all ODP's have been allocated roles (based on the preferences they identify within streamlining).

All other Healthcare Science courses

Numbers are too low to expect students to apply for three jobs. An exercise has been undertaken to ascertain which Health Organisation (in 2017) requested the commissioning of this training. HEIW are writing to each Health Organisation to ensure the need has materialised and that jobs can be made available for graduating students. Health Boards will be given the details of the relevant University and a matching process will ensue. Students will need to be interviewed. If students do not obtain employment via this process then they can appeal to be released from their obligation to repay fees.