

Recruitment Activity Report

Report Date: 14/02/2018

Criteria		Measure/Month	Actual						Forecast						Target	
			Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19		
Band 5 Nurses (excluding Theatre Practitioners)	SIP	FTE Establishment	759.75	759.75	759.75	759.75	763.69	763.69	763.69	763.69	763.69	763.69	763.69	763.69	763.69	
		FTE FTE in Post	619.75	620.30	639.65	631.37	626.95	636.07	650.80	652.76	650.36	647.96	645.56	643.16	643.16	
		FTE Starters	4.60	40.01	19.22	5.42	4.60	28.06	16.03	7.00	6.00	6.00	6.00	6.00	6.00	
		FTE Leavers	11.62	8.15	5.04	11.88	8.65	14.76	1.30	5.04	8.40	8.40	8.40	8.40	8.40	
		FTE Vacancies in month	164.85	150.30	120.10	127.78	136.74	127.62	112.89	110.93	113.33	116.73	118.13	120.53	120.53	88.33
	Offers External Applicants	FTE Conditional offers (in month)	11.83	10.03	17.05	23.47	23.78	5.53	12.00	15.00	44.00	15.00	15.00	10.00	10.00	
		FTE Offers Confirmed (in month)	12.17	20.00	10.64	6.61	19.05	20.92	4.53	12.17	12.17	12.17	12.17	12.17	12.17	
		FTE Establishment	158.27	158.27	158.27	158.27	158.48	158.48	158.48	158.48	158.48	158.48	158.48	158.48	158.48	
		FTE FTE in Post	133.94	134.94	137.15	136.91	135.51	134.13	134.73	133.73	132.96	132.20	132.43	132.67	132.67	
		FTE Starters	0.00	6.00	4.00	0.00	1.93	1.74	1.60	1.00	1.00	1.00	2.00	2.00	2.00	
Band 5 Community Nurses	SIP	FTE Leavers	1.53	4.60	2.00	1.00	0.92	2.84	1.00	2.00	1.77	1.77	1.77	1.77		
		FTE Vacancies in month	21.33	15.73	21.12	21.36	0.92	24.35	23.75	24.75	25.52	26.28	26.05	25.81	31.73	
		FTE Conditional offers (in month)	1.00	1.67	2.00	2.60	0.00	0.74	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
		FTE Offers Confirmed (in month)	1.00	3.00	0.93	2.74	0.60	1.00	0.00	1.00	1.00	1.00	1.00	1.00	1.00	
		FTE Establishment	918.02	918.02	918.02	918.02	922.17	922.17	922.17	922.17	922.17	922.17	922.17	922.17	922.17	
	Offers External Applicants	FTE FTE in Post	753.69	755.24	776.80	768.88	762.46	770.20	785.53	786.49	783.32	780.16	777.99	775.83	775.83	
		FTE Starters	4.60	46.01	23.22	5.42	6.53	29.80	5.42	8.00	7.00	7.00	8.00	8.00	8.00	
		FTE Leavers	13.15	12.75	7.04	12.68	9.57	17.60	1.00	0.60	10.17	10.17	10.17	10.17	10.17	
		FTE Vacancies in month	186.18	166.03	141.22	149.14	159.71	151.97	136.64	135.68	138.85	142.01	144.18	146.34	146.34	120.06
		FTE Conditional offers (in month)	12.83	11.70	19.05	26.07	22.78	6.27	13.00	16.00	45.00	16.00	16.00	11.00	11.00	
Band 5 Nursing (Total)	SIP	FTE Offers Confirmed (in month)	13.17	23.00	11.57	9.35	19.65	21.92	4.53	13.17	13.17	13.17	13.17	13.17		
		FTE Establishment	399.95	399.95	399.95	400.55	403.07	403.07	403.07	403.07	403.07	403.07	403.07	403.07	403.07	
		FTE FTE in Post	364.86	367.25	364.93	364.44	365.26	369.78	374.78	379.78	383.96	388.13	392.31	396.48	396.48	
		FTE Starters	0.43	5.00	6.56	6.08	5.80	8.24	6.00	6.00	6.00	6.00	6.00	6.00	6.00	
		FTE Leavers	1.85	2.72	2.00	3.00	1.80	0.00	1.00	1.00	1.83	1.83	1.83	1.83	1.83	
	Offers External/Internal Applicants	FTE Vacancies in month	35.09	32.70	35.02	36.11	37.81	33.29	28.29	23.29	19.12	14.94	10.77	6.59	34.05	
		FTE Conditional offers (in month)	0.20	8.88	11.56	5.00	18.15	5.33	0.00	5.33	5.33	5.33	5.33	5.33	5.33	
		FTE Offers Confirmed (in month)	3.00	2.10	8.92	5.69	6.40	12.95	1.96	5.69	5.69	5.69	5.69	5.69	5.69	
		FTE Establishment	145.05	145.05	145.05	145.05	142.05	142.05	142.05	142.05	142.05	142.05	142.05	142.05	142.05	
		FTE FTE in Post	133.37	133.21	131.73	129.33	128.37	128.49	128.09	128.69	129.07	129.45	129.83	130.21	130.21	
Band 6 Nurses (excluding Theatre Practitioners)	SIP	FTE Starters	0.76	3.00	2.00	2.60	0.00	4.00	0.60	0.60	1.38	1.38	1.38	1.38		
		FTE Leavers	1.40	0.60	1.00	1.00	0.40	1.80	1.00	0.00	1.00	1.00	1.00	1.00		
		FTE Vacancies in month	11.68	11.84	13.32	15.72	13.68	13.56	13.96	13.36	12.98	12.60	12.22	11.84	9.61	
		FTE Conditional offers (in month)	5.00	0.00	3.60	1.00	2.60	1.60	0.00	1.60	1.60	1.60	1.60	1.60		
		FTE Offers Confirmed (in month)	2.00	1.00	1.00	1.60	2.60	2.60	0.00	1.30	1.30	1.30	1.30	1.30		
	Offers External Applicants	FTE Establishment	545.00	545.00	545.00	545.00	545.12	545.12	545.12	545.12	545.12	545.12	545.12	545.12	545.12	
		FTE FTE in Post	498.23	500.46	496.66	493.77	493.63	498.27	502.87	508.47	513.02	517.58	522.13	526.69	526.69	
		FTE Starters	1.19	8.00	8.56	8.68	5.80	12.24	6.60	6.60	7.38	7.38	7.38	7.38	7.38	
		FTE Leavers	3.25	3.32	3.00	4.00	2.20	1.80	2.00	1.00	2.83	2.83	2.83	2.83	2.83	
		FTE Vacancies in month	46.77	44.54	48.34	51.83	51.49	46.85	42.25	36.65	32.10	27.54	22.99	18.43	43.66	
Band 6 Community Nurses	SIP	FTE Offers Confirmed (in month)	5.00	3.10	9.92	7.29	6.40	15.55	1.96	6.99	6.99	6.99	6.99	6.99		
		FTE Establishment	178.94	178.94	178.94	178.94	178.94	178.94	178.94	178.94	178.94	178.94	178.94	178.94	178.94	
		FTE FTE in Post	154.13	153.05	160.46	161.10	163.30	163.30	165.30	166.40	167.63	167.63	168.25	168.86	168.86	
		FTE Starters	0.80	2.00	8.00	0.80	1.80	1.00	3.00	2.00	1.90	1.90	1.90	1.90	1.90	
		FTE Leavers	1.57	4.32	0.60	2.00	0.00	2.60	1.00	0.90	1.29	1.29	1.29	1.29	1.29	
	Offers External/Internal Applicants	FTE Vacancies in month	24.81	25.89	18.48	17.84	15.64	15.64	13.64	12.54	11.93	11.31	10.70	10.08	26.64	
		FTE Conditional offers (in month)	16.32	1.00	3.60	4.40	1.00	0.00	0.00	1.00	1.00	1.00	1.00	1.00	1.00	
		FTE Offers Confirmed (in month)	0.00	2.00	6.00	1.00	2.80	2.80	0.60	1.50	1.50	1.50	1.50	1.50	1.50	
		FTE Establishment	332.63	333.63	332.63	322.53	324.43	324.43	324.43	324.43	324.43	324.43	324.43	324.43	324.43	
		FTE FTE in Post	279.90	283.95	276.30	278.07	280.17	281.38	284.38	281.18	280.08	278.98	277.88	276.78	276.78	
Band 6 Nursing (Total)	SIP	FTE Starters	6.00	1.00	6.00	1.00	0.00	4.00	3.00	0.00	2.00	2.00	2.00	2.00		
		FTE Leavers	7.40	2.00	3.20	1.00	3.00	3.50	0.00	3.20	3.10	3.10	3.10	3.10		
		FTE Vacancies in month	52.73	49.68	56.33	44.46	44.26	43.05	40.05	43.25	44.35	45.45	46.55	47.65	33.36	
		FTE Conditional offers (in month)	9.00	2.00	6.00	1.00	5.00	4.00	2.00	4.00	4.00	4.00	4.00	4.00	4.00	
		FTE Offers Confirmed (in month)	1.00	4.00	1.00	0.00	0.00	0.00	0.00	1.00	1.00	1.00	1.00	1.00	1.00	
	Offers External Applicants	FTE Establishment	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	
		FTE FTE in Post	264.00	256.00	266.00	271.00	270.00	268.00	290.00	308.00	309.00	310.00	310.00	310.00	310.00	
		FTE Starters	71.09	36.96	16.00	1.00	0.00	0.00	61.00	32.00	6.00	6.00	3.00	1.00	1.00	
		FTE Leavers	17.40	33.16	8.70	4.00	9.70	3.00	39.00	14.00	5.00	4.00	3.00	1.00	1.00	
		FTE Vacancies in month	47.00	55.00	45.00	40.00	41.00	43.00	21.00	3.00	2.00	1.00	1.00	1.00	36.00	
Band 5 & 6 Midwives	SIP	FTE Conditional offers (in month)	4.00	2.00	2.00	2.00	1.00	0.00	0.00	2.00	2.00	2.00	2.00	2.00		
		FTE Offers Confirmed (in month)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
		FTE Establishment	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	
		FTE FTE in Post	264.00	256.00	266.00	271.00	270.00	268.00	290.00	308.00	309.00	310.00	310.00	310.00	310.00	
		FTE Starters	71.09	36.96	16.00	1.00	0.00	0.00	61.00	32.00	6.00	6.00	3.00	1.00	1.00	
	Consultants	SIP	FTE Leavers	17.40	33.16	8.70	4.00	9.70	3.00	39.00	14.00	5.00	4.00	3.00	1.00	
			FTE Vacancies in month	47.00	55.00	45.00	40.00	41.00	43.00	21.00	3.00	2.00	1.00	1.00	1.00	
			FTE Conditional offers (in month)	4.00	2.00	2.00	2.00	1.00	0.00	0.00	2.00	2.00	2.00	2.00	2.00	
			FTE Offers Confirmed (in month)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
			FTE Establishment	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00	311.00
Offers External Applicants		FTE FTE in Post	264.00	256.00	266.00	271.00	270.00	268.00	290.00	308.00	309.00	310.00	310.00	310.00	310.00	
		FTE Starters	71.09	36.96	16.00	1.00	0.00	0.00	61.00	32.00	6.00	6.00	3.00	1.00	1.00	
		FTE Leavers	17.40	33.16	8.70	4.00										

Forecast for band 5 Staff Nurses

Final Year Students 15 FYS with confirmed start dates in Jan and Feb and a further 18 with start dates to be confirmed assumed for Feb 19

Off site Fair Dublin - 1 conditional offer made following interviews on 1st Dec with estimated March start date

SWBH Open Day 1st Dec - 4 conditional offers made for staff nurses ind Dec with estimated March start date
Normal recruitment - 9.05 offers made in Dec with assumed March start date