



Intensive Workforce Team

Person Centred Approach to International Recruitment

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Background

- Establishment of the Intensive Workforce Team in 2023
- Identifying and addressing ongoing nursing deficits
- Nursing vacancy reported at 17%
- Multidisciplinary approach
- Manager Nursing and Midwifery Workforce
- Talent Acquisition, Employment Services Advisor and Clinical Ambassador
- Aim to attract, recruit and retain skilled Registered Nurses to the regional health service

The Intensive Workforce Team

- Single point application
- Prescreening
- Interview
- Candidate care
- Link unit managers



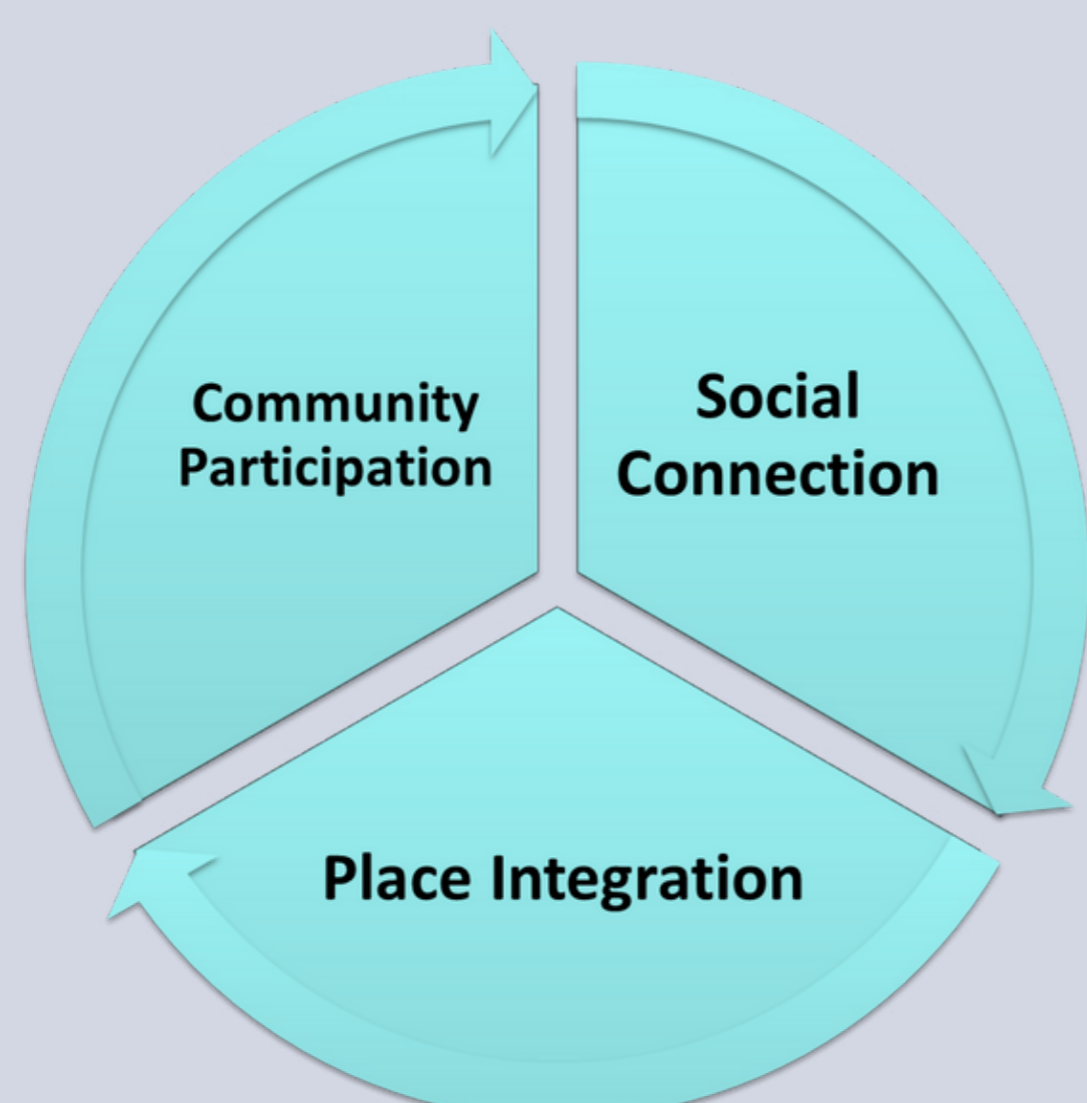
- Marketing
- Sourcing Candidates
- Visa pathways
- Candidate care

- Housing
- Candidate care

- Orientation
- Supernumerary time
- Preceptors
- Mandatory training

- Letter of offer
- Visa nomination
- Contracts
- Candidate care

Community Connector Program



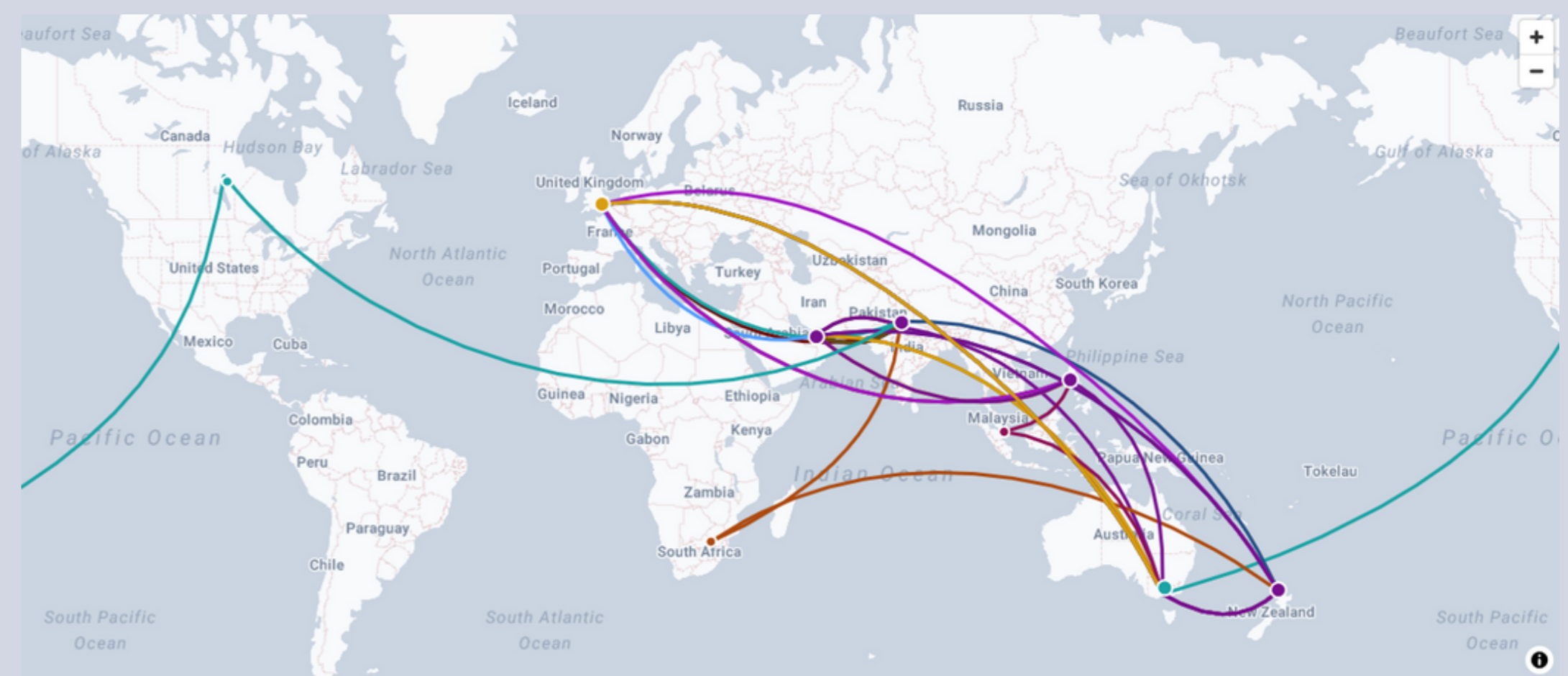
- The Community Connector Program facilitated by local council
- Provides our employees who are new to the region with 1:1 assistance on anything to help them settle in
- Schools, housing, community groups, events
- Designed to facilitate the employee's and/or their partner's/family's assimilation into our community and to create meaningful opportunities to connect with others in the region so that they not only feel welcome but will eventually call the area home

Results

Data July 2023 – June 2024

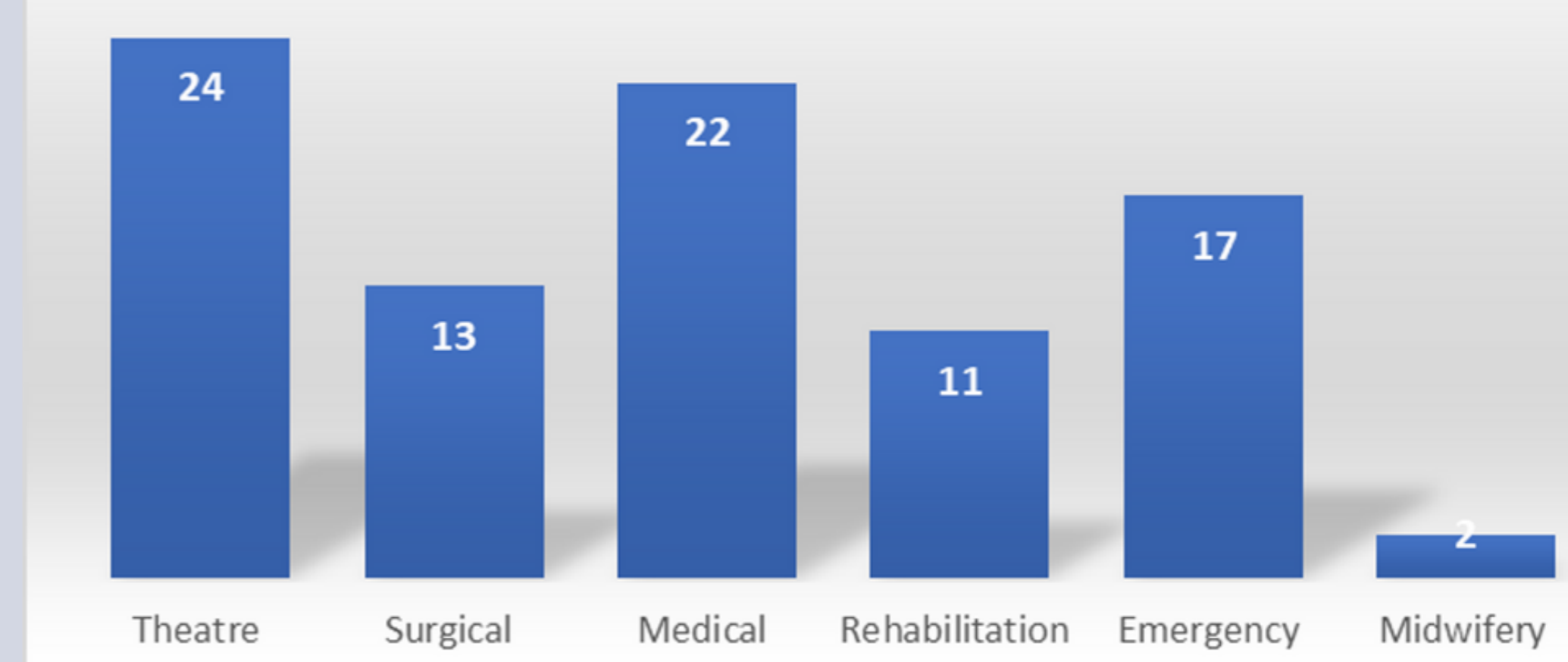
- 291 applicants screened and shortlisted across key target units
- May / June 2024, 270 applications in key areas in Nursing and Midwifery
- 89 Nursing Midwifery successful applicants, 49 remaining to commence estimated by December 2024
- 85% of candidates were internationally relocated
- 90% accessed hospital accommodation support

Staff Journey



- 16 identified pathways
- Spanning more than 12 countries
- 66% new staff originating from India and 13% from the Philippines

Staff Recruited by Clinical Area



Orientation & Induction

- Individual support onboarding and compliance checking
- Education focused orientation day
- Skills and documentation sessions
- Social connections and networking

Staff Profile

