

Capacity challenges: exploring recruitment strategies

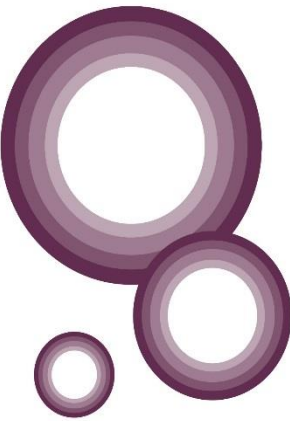
How flexible hiring can play a part

Claire Campbell, FCIPD

Consulting Director, Timewise

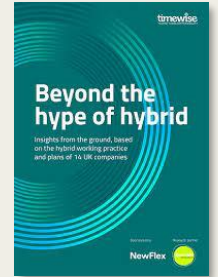
Claire.Campbell@timewise.co.uk

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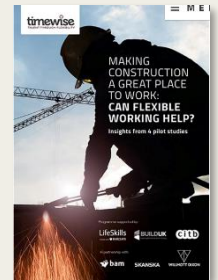


INTRODUCING TIMEWISE

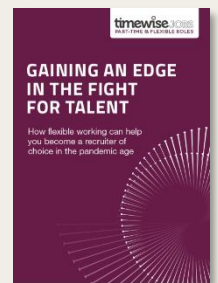
Research and Insight: We create and run pilots across a range of sectors, sharing our learnings widely and using them to inform future work. And we back this up with in-depth research into the flexible jobs market.



Consultancy and training: We support employers to deliver flexible working on the ground, from addressing culture change from the top to training managers in how to design flexible jobs and manage flexible teams.



Flexible jobs site: We are the marketplace for good flexible jobs, supporting employers to promote their roles in a way that attracts candidates, and connecting them to over 80,000 registered job seekers.

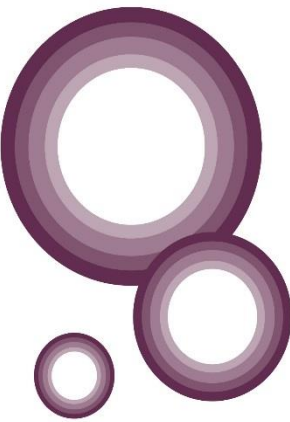


Fishing in puddles

Number of vacancies in the UK, seasonally adjusted, March to May 2004
to March to May 2023



Source: Vacancy Survey from the Office for National Statistics



The demand for flexible work 'will only accelerate' in coming years as workers feel more empowered

Published Thu, Mar 17 2022 3:30 AM EDT

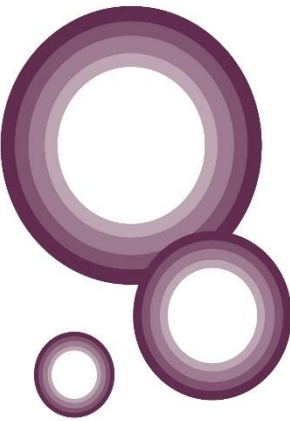
By Ali Francis 14th June 2022

Work-life balance, fair pay and value alignment: today's youngest workers want it all – and are willing to walk away if they don't get it.

1 in 3 now work from home as more employees demand flexibility

Working from home is increasingly becoming an expectation of younger workers, rather than simply an added bonus, researchers say.

EVIE BREESE | 13 Jul 2022



Demand for flexible jobs outstrips supply



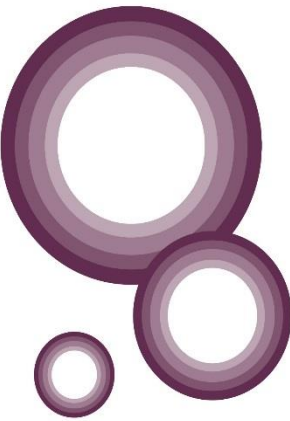
8 in 10 people want flex



6 in 10 people work flex



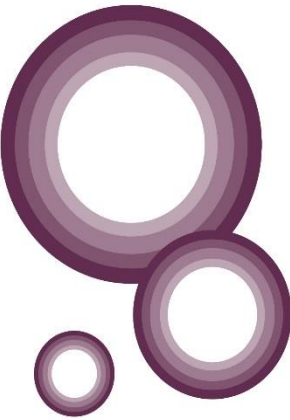
3 in 10 jobs offer flex



Flexibility in frontline roles



- Self rostering
- Team based rostering
- Split shifts
- Occasional home working
- Core hours plus overtime
- Fixed working pattern
- Term time
- Part time
- 4 day week....





INVESTORS
IN PEOPLE

Accredited
Until 2022

- ✓ Certain shifts on set days
- ✓ Fixed term contracts
- ✓ Term time contracts
- ✓ Retire and Return
- ✓ School time hours

#bepartofMYteam



The Mid Yorkshire Hospitals
NHS Trust

REGISTERED NURSE

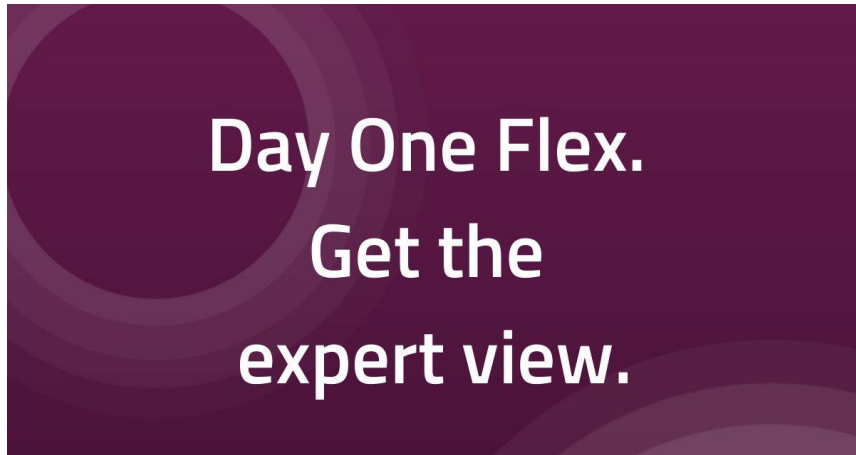
SUITS YOU SHIFTS – OFFERING PERMANENT FLEXIBLE WORKING

- Location:** Based at Pinderfields Hospital and Dewsbury Hospital
- Application:** For more information and to apply visit www.midyorksjobs.co.uk and search reference 377-CORP30422.

For more information or to have a career discussion please contact: Charlene Pressley, Matron for Staffing charlene.pressley@nhs.net

myd_161328

For more information



<https://timewise.co.uk/article/day-one-flex-a-timewise-expert-panel-discussion/>



<https://timewise.co.uk/article/flexible-jobs-index/>



<https://timewise.co.uk/consultancy-services/fair-flexible-councils/>

