



Spire Healthcare

Commercial in Confidence



International Nursing Recruitment **Case Study**

Advanta's game-changing approach
for International Nursing Recruitment
to the Spire Healthcare Group



Crown
Commercial
Service
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Executive Summary

Results at a glance:



271% ROI for the Trust during the past 12 months (March-21 to March-22).



Implemented a fit for purpose, relocation and pastoral care programme.



97.6% retention rate.



An estimated £1.4m saved in agency locum spend to date.



Successfully placed 84 Nurses into post to date.

Background

Context

Advanta Healthcare have been working as Spire Healthcare groups strategic partner for International recruitment since 2020.

Initially, providing staffing for two out of thirty-nine sites, eventually providing cover on all Nursing/AHP service lines across the groups forty sites.

The Challenge

As part of a package of measures put into place, the Trust was tasked to reduce Locum reliance and bring down vacancy rates. A&E was the biggest pain point for the Trust.

The Solution

Advanta Healthcare worked closely with ULHT to design and implement an International recruitment programme to complement the Trust's revised operating model and objectives in recruiting for their A&E.

Being the Trust's exclusive strategic partner, **Advanta** established and maintain a discreet, continuous pipeline of suitable A&E clinical talent, exclusively for the Trust.

By offering an end to end solution, **Advanta** and the Trust controls the entire process, to deliver a superb candidate experience, with an industry leading relocation and pastoral package.



The Approach

Advanta Healthcare engaged with Spire's International Recruitment Manager and local HR sites to map out current and upcoming vacancies, by utilising rota and Rostering data to understand the workforce gaps across establishments.

Implementing rapid mobilisation for fragile services, to recruit substantively against. Streamlining the International process by introducing robust SLAs which joined up divisional stakeholders.

Advanta also introduced the Spire Group to technology to provide real time data around recruitment efforts and glean insights from activity to further streamline and improve agreed KPIs and SLAs.

Real time data analytics panel accessible to Spire:

< Dashboard Screenshot >



Results

Numbers to date:

The Spire Group has received over 80 Nurses, of various shortfall specialties, in 2 years.

A discreet proactive pipeline, has been established for Spire to be able to recruit a further 100 Nurses per quarter into post, over the next 3 years.

Key outcomes:

97.6% Yr 1 retention rate.
95.2% retention rate post Yr 1.

An estimated life time value of £1.4m in efficiency savings to date, based on the reduction of agency and bank locum spend.

Suitable talent sourced from 20 countries.

On average 15.8 candidates presented per vacancy.

A customised relocation and pastoral programme established, saving over 75 man hours per candidate.


Placed a Nurse into post, who commenced with the Trust within 26 working days. Reduced and Stabilised Time to Hire to 77 working days, where legacy Time to Hire was in excess of 100 days.

An average of up to £11K saved per candidate when a vacancy was filled by Advanta instead of using traditional advertising channels, with a time to fill time horizon of 24 months.

Offer acceptance at 64.1%.

Offers per hire of 1.40.



A close-up portrait of Richard Palmer, a man with dark hair and glasses, smiling. The image is framed by a teal-colored graphic element that curves around the top and left sides.

“I found working with Advanta to be straightforward, holistic and efficient in their approach. They care about the work they do, and this is shown in the happiness and competence of our workforce recruited through **Advanta** that now proudly call Spire their home.”

Richard Palmer,
Resourcing Contracts & Operations Manager
Spire Healthcare.

How can we help?

To understand how we can assist your organisation, contact us to discuss your requirements in more detail.

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