

## HEALTH INEQUALITIES PROGRAMME 2003-06

Health Action Zone funded initiative

<b>1. Which area of the health inequalities programme is your initiative contributing to? (tick ✓ the appropriate box)</b>	
Pregnancy & early childhood	Tackling the major killers
<input type="checkbox"/>	<input type="checkbox"/>
Opportunity for Children & young people	Strengthening disadvantaged and vulnerable communities
<input type="checkbox"/>	<input checked="" type="checkbox"/>
Improving primary care and other public services	Tackling the wider determinants
<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>2. Please state the purpose of the initiative.</b>	
The Jobnet network will deliver a quality assured advice, information and job broking service to local people in disadvantaged communities. The Health Sector Account Manager has been created to exploit the labour shortages experienced by NHS and to take advantage of the diversity agenda	
<b>3. Please indicate (a) the target population and (b) the geographical areas the project will target and (c) estimate population coverage</b>	
(a) Disadvantaged community suffering from continued high levels of worklessness	
(b) Inner city areas	
(c) 180,000	
<b>4. What will be the key impact of your initiative over the next three years directly or indirectly* on (a) health and (b) core mainstream services, that will achieve your projects purpose?</b>	
	<i>Measure of success (see section 4b)</i>
(a) health impact increase the number people employed in disadvantaged communities within NHS	<ol style="list-style-type: none"> <li>1. Increase in local GDP</li> <li>2. increase in people recruited in NHS from target communities</li> <li>3. Number of people accessing vacancies by the Jobnet system.</li> </ol>
(b) service impact to be able to present NHS vacancies to those communities as competencies that can be matched to Jobnet clients.	<ol style="list-style-type: none"> <li>1. modernising recruitment practice</li> <li>2. competency based approach to job design established for pilot jobs</li> </ol>
<b>4 (b) Please indicate above in the measure of success column how you will show this impact</b>	

\* This acknowledges that initiatives will not necessarily have a direct impact but will make an indirect contribution to wider programmes. Each initiative is encouraged to think through its own contribution and how they will demonstrate this.

<b>5. What processes have you put in place to gather this information and to review progress in your initiative?</b>
<ol style="list-style-type: none"> <li>1. Use Sheffield First Partnerships for Health, Social Inclusion and Employment</li> <li>2. Hanlon skills matching database reporting to strategic group</li> <li>3. Working with Workforce Development Group and HR in NHS</li> </ol>
<b>6. What will be the key actions that the initiative will undertake to achieve the desired impact and purpose?</b>
<p>Piloting the deconstruction of NHS vacancies into competency based job descriptions, working with NHS HR on identified jobs</p> <p>Support and facilitate development of NHS policy paper to determine approach to jobnet and recruitment from disadvantaged communities</p> <p>Develop supporting literature for managers re jobnet and process of recruitment as part of promotion of jobnet in NHS</p> <p>Promote Hanlon database</p> <p>Raise profile of issues regarding applying for jobs in NHS with employers and managers through contact with Jobnet local centres</p>
<b>7. Please identify milestones over the page to show progress of the project for 2003-04 to enable six monthly reporting.</b>
<b>8. What assumptions and/or risks have you identified relating to your approach?</b>
<p>Difficulties will be in changing the NHS recruitment advertising processes.</p> <p>No buy in from NHS</p> <p>Clients not applying for NHS jobs</p> <p>Previously there has been limited ways in which Trusts could advertise in local communities.</p>
<b>9. Please indicate briefly how you will ensure the work of the project will continue once funding expires.</b>
<p>If it works it will enhance the NHS recruitment process, save money and time. Therefore we will seek to embed this approach in the mainstream recruitment practice .</p>
<b>10. Please indicate the management steering arrangements for your project including the chairperson's name and where your initiative links into Sheffield First For Health or another part of the family of Sheffield First.</b>
<p>Doug Low – Jobnet Steering Group</p> <p>Links with Sheffield First for Work. First for Social Inclusion</p> <p>Currently negotiating appropriate link with workforce development group</p>
<b>11. Please complete the attached spreadsheet indicating the budget profile for the project.</b>

Please sign on behalf of the project

Signed on behalf of Sheffield First For Health

Name

Please email by Thursday April 17th 2003 to [haz@sheffield.nhs.uk](mailto:haz@sheffield.nhs.uk)

	Milestones en route to delivering key project actions	Progress to date	Learning points to share
<p><b>April – September 2003</b></p>	<p>Orientation and familiarisation of the Jobnet network.            Make contact with jobnet local outlets            Raising the profile of the NHS as an employer within the network            all the Jobnet local sites to receive a copy of the STH weekly bulletin by email on the day it is released.            use of email to Jobnet sites by Trusts to promote their vacancies            Trusts to put their vacancies on a website which allowed applicants to download an application pack..            Working on redesign of Hanlon in order to improve the matching process.            Develop paper on potential role of NHS and jobnet            Develop promotional material specific to NHS</p> <p>Developing a series of job templates for basic grade NHS jobs (approx 26) and if achievable, reflecting the new NHS Knowledge and Skills register.            Support development of job deconstruction in identified areas, e.g. radiographers</p>		
<p><b>October 2003 – March 2004</b></p>	<p>Continuing to develop links between jobnet and with NHS recruitment in PCTs, health centres and GP Practice as well as hospital</p> <p>to continue to raise the profile of the issues facing employment in NHS</p> <p>develop links between recruitment and ILM programme</p>		

