Leeds Health and Care Academy

# JOE EASTELL

## SENIOR TEAM LEADER IN RECRUITMENT AT LEEDS TEACHING HOSPITALS NHS TRUST

**Joe Eastell, Senior Team Leader in Recruitment at Leeds Teaching Hospitals NHS Trust, shares his experience and involvement in the Connecting Communities with Health and Care Careers project.**

Through the programme, Joe has supported the 'flipped recruitment model', where the recruitment team manually input applications onto the system to on-board successful applicants, removing the need for candidates to apply via NHS Jobs. He is also involved in the recruitment for care and admin employability programmes.

**"I work in the recruitment department at Leeds Teaching Hospitals NHS Trust (LTHT) and we have worked closely with the Leeds Health & Care Academy (LHCA) to process the onboarding and pre-employment checks for healthcare support workers recruited to LTHT via the Connecting Communities project.**

We have found the flipped recruitment model has been less labour intensive for our department in terms of the application/interview process, and because of the foundations that have already been laid by LHCA, these candidates are coming to us already engaged, enthusiastic and knowledgeable about their new role and the recruitment process that precedes it.

This, in turn, helps us to reduce the length of time spent on hiring, enables us to get support workers into post in a timely manner, and allows us to bolster our workforce and make positive impacts on direct patient care quicker.

I would highly recommend the programme to other organisations that are keen to grow their workforce, narrow inequalities, and represent the communities they serve."

To **find out more** about the Connecting Communities with Health and Care Careers programme **please scan the QR Code**