

Taking Care

Evidence-based recruitment and selection to ensure quality of entrants into nursing



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Ongoing work

- Prime Minister's Nursing and Care Quality Forum
- CNO Baseline Review of Recruitment Practices
- Willis Commission on Nursing Education
- Francis Inquiry Report into Mid-Staffordshire NHS Foundation Trust
- DH Project on Nursing Values
- Scottish Review of Selection Processes

Are universities selecting the right applicants?

- Universities and practice learning providers share joint responsibility for education
- Practice learning providers must actively engage with the selection process
- Inclusion of nurses in current practice, service users, carers, nursing students and people with disabilities
- Face-to-face engagement between applicants and selectors

NMC (2010) Standard 3: Selection and admission criteria



Example entry criteria

UCAS Tariff Points or Equivalent Awards

GCSE English Language, Mathematics and Science grade C.

You are required to have care experience in an adult health practice/clinical setting, such as an hospital or a nursing home.

Your UCAS personal statement should include:

- 1)How you have researched the profession of adult health nursing.
- 2)Examples of how you have worked with vulnerable adults or worked within settings such as hospitals or nursing homes.
- 3)How you have gained insight into the course e.g. Open days or speaking to nurses.
- 4)Your personal qualities which you feel are related to nursing.
- 5)What motivated you to choose nursing as a career.

Example entry criteria

You must also be able to demonstrate how you meet the NMC (2010) Essential Skills Clusters: Care, Compassion and Communication through the application process.

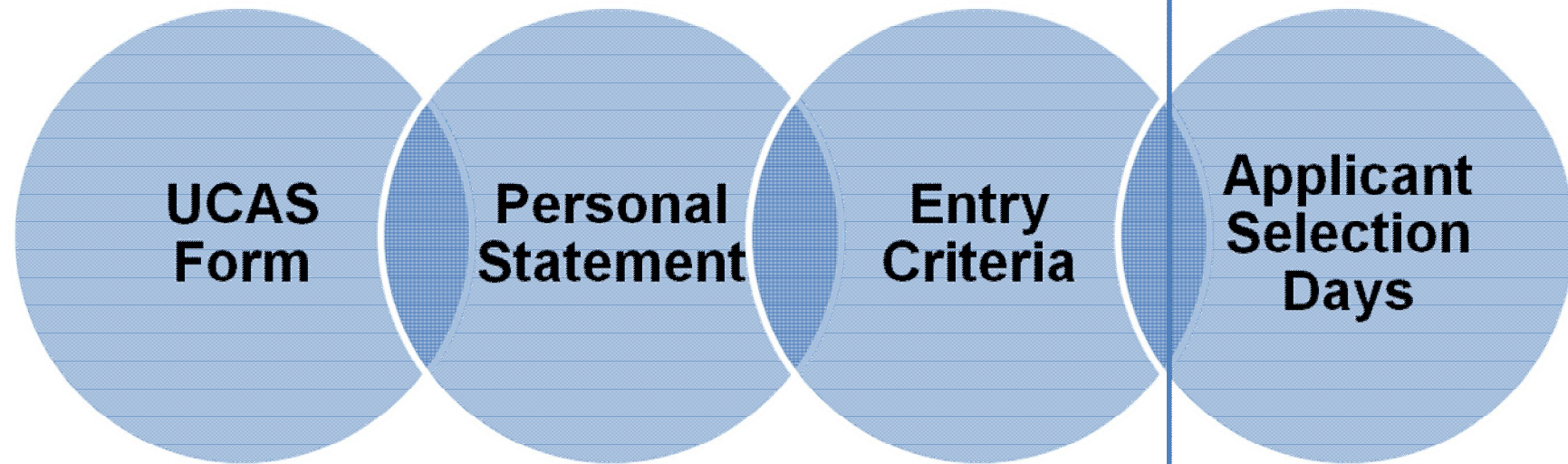
There is an essential requirement that selected applicants must attend a selection day.

This selection day will include small group and individual exercises related to the Essential Skills Cluster, a short IT test, literacy test and a numeracy test.

Performance at the selection day will determine whether you are made a conditional offer.

Satisfactory health and pre-entry criminal history checks and references will be required prior to acceptance on the course.

Selection process



Applicant selection days: Advantages

- Well organised and structured range of activities.
- Assessment tools developed with practice learning providers (case studies, problem solving exercises, pictures) to assess initial applicant values to help build a holistic overall picture of the applicant.
- More objective validation of decision making due to selection team: academic, practice learning provider, service user, carer, student, current practitioner.

Applicant selection days: Advantages

- Provide detailed information about the course, professional expectations, highlight the financial implications of studying at university, meet current student nurse ambassadors (Rhodes, et al. 2006; Murphy et al, 2009; Taylor, 2011)
- Possible overall reduction in attrition numbers (Department of Health, 2006; Gorard, et al. 2007; Jones, 2008)

Applicant selection days: Disadvantages

Very costly (Reay, et al. 2005) and time consuming experience particularly within the current economic climate.

Cost to students to attend.

Costs to universities and practice learning providers in terms of the staff time involved.

Recruitment for values....

- Is equally important on entry into employment and throughout a professional's career
- NMC Standards (2010) Essential Skills Cluster assesses care, compassion and communication throughout the duration of the 3 year course

Key conclusions:

- May be useful to identify a small range of validated tools which could be used both for pre-reg student selection of nurses and to support recruitment and selection at other stages of nursing career pathway
- The need for strong engagement of practice learning providers (as equal partners) with universities to ensure their consistent involvement in selection events