

**Remedium**

# **Recruitment Process Outsourcing**

# Working With Remedium

Remedium is on a mission to solve the UK healthcare staffing crisis, having placed 4,000 doctors in the NHS with an estimated saving of £400 million. We currently work with over 100 NHS trusts, placing clinicians across all specialties and levels.

We know that the only way to solve the staffing crisis is to support trusts to recruit permanent staff as part of a sustainable and robust workforce plan, that both reduces reliance on agencies and improves patient care.

We provide a range of services for our clients and are proud to support them in driving efficient patient care, addressing present and future workforce demands and reducing excessive agency locum spend.

# Recruitment Process Outsourcing

Our Recruitment Process Outsourcing (RPO) offering provides tailored support for your recruitment needs. Based on site, our account managers work flexibly with your existing internal teams to optimise your recruitment processes, and ensure that best practice recruitment is implemented across the organisation.

**Employer  
Branding**

**Digital  
Outsourcing**

**Process  
Improvement**


**Internal Team  
Upskilling**

**Administrative  
Support**

**Rota  
Management**

We are dedicated to bringing the highest standards of candidate care to our partners, ensuring candidates are supported in every step of the process.

# Our Offering

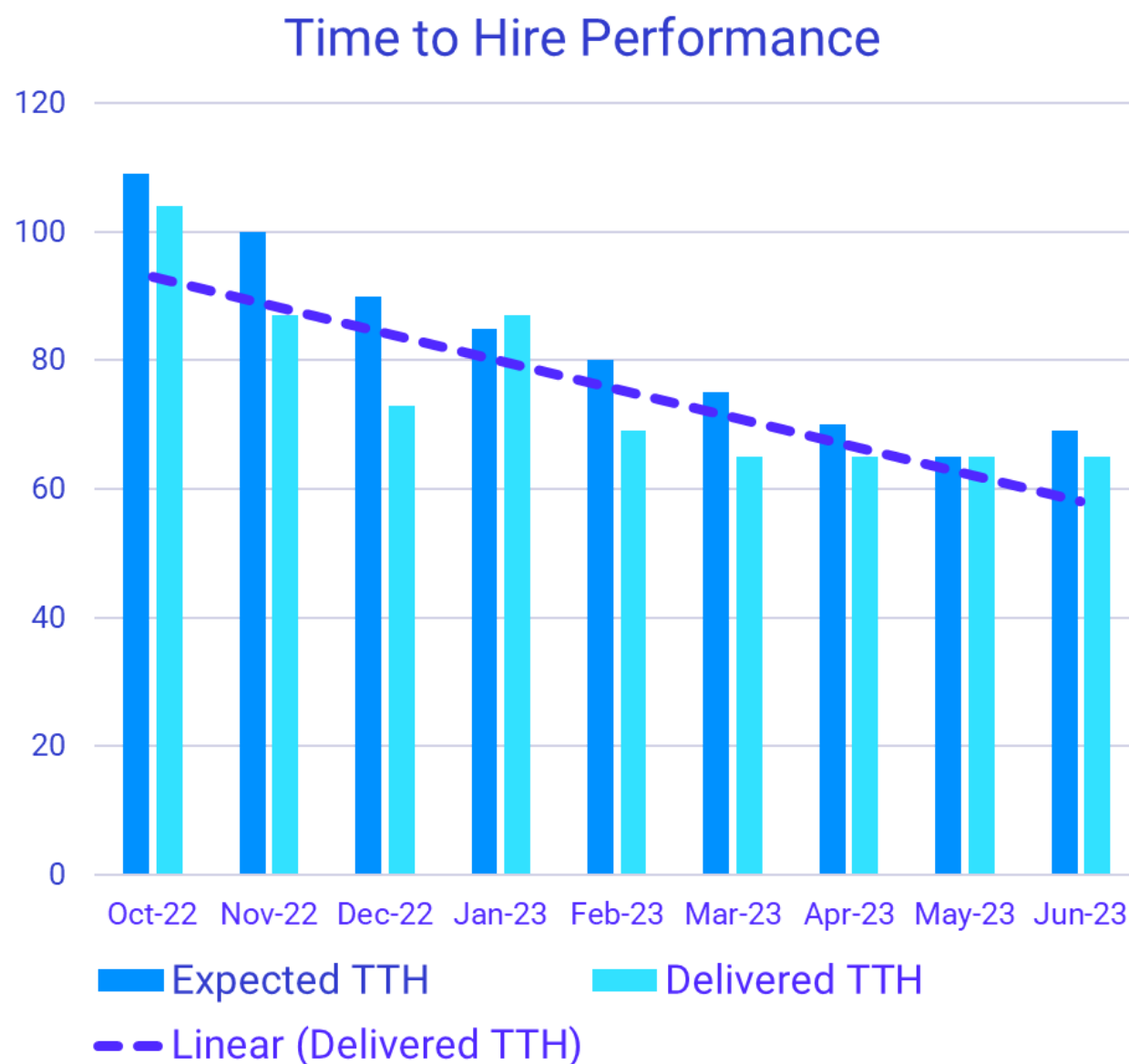
A decorative graphic consisting of several overlapping, curved, light blue and purple shapes that resemble a stylized 'U' or a series of connected arcs, positioned behind the main text.

Remedium support organisations in several areas involved in the recruitment process; notably in the end-to-end support of candidates, administrative processes involved in sourcing, recruiting and onboarding candidates, as well as interview management, consulting and executive and non-clinical HTF vacancy support and planning.

By managing the entire end-to-end recruitment process, Remedium retains full responsibility for any and all outcomes as a result of the project, relieving pressure on the Trust and freeing up time spend on admin and clearance.

## Case Study: RPO at Sandwell

Remedium has been working in partnership with Sandwell September 2022. During this time we have achieved remarkable results, notably the successful reduction of time to hire, as visualised below, and a sustained recruitment drive that has maintained below 65 hard-to-fill vacancies per month.



When we began this project in September, time to hire at the Trust was estimated at 104 days. As of October of this year, we have lowered this number to 61 days and are on track to lower this even further by the end of our current contract.

# Our Support Package

As part of our RPO offering, a senior account manager will have an on site presence once a week to offer on the ground support to candidates and Trust HR and recruitment teams.

Remedium will provide strategic oversight and guidance to meet the agreed recruitment KPIs. In addition, Remedium will take ownership of day-to-day operations of the project, including administrative and logistical arrangements for interviews, as well as regular reporting on key metrics.



Our RPO offering is designed to instill best practice recruitment processes in your existing teams, future proofing recruitment at your Trust and preparing them for a phased off-boarding process.

# Additional Services

## Pastoral Care and Post-Placement Support

Remedium is the blueprint for the highest quality candidate aftercare, including our team of onboarding experts, our award winning digital relocation service, Red Carpet, and our ongoing career support.

## Red Carpet by Remedium

Our digital onboarding support tool, Red Carpet, gives candidates unparalleled support at every stage of their relocation journey - from finding accommodation, to securing a bank account, to building a network, Red Carpet supports candidates on their journey, reducing administrative burden on Trust HR and recruitment teams.



# Additional Services

## Community Engagement

Remedium is able to support and manage the engagement of local communities around the Trust. Due to our in-house resourcing team, we have access to an unrivaled pool of candidates and retain the resources required to follow up and generate leads from all potential sources.

## Nursing

In addition to recruitment and onboarding services for doctors, Remedium now offer increased support for the recruitment and onboarding of nursing staff following the creation of a dedicated nursing desk. Remedium is pleased to be able to offer the same level of support for nursing candidates, ensuring the highest quality candidates are sourced and placed.



# Remedium

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