

NHS Graduate Management Training Scheme

Graduate Management Training Scheme

September 2018 Intake



The NHS belongs to the people

It is there to improve our health and well-being, supporting us to keep mentally and physically well, to get better when we are ill and, when we cannot fully recover, to stay as well as we can to the end of our lives. It works at the limits of science – bringing the highest levels of human knowledge and skill to save lives and improve health. It touches our lives at times of basic human need, when care and compassion are what matter most.

The NHS a truly remarkable institution

- Made up of over 8,300 separate organisations
- It sees more than a million patients every 36 hours.
- It has been independently rated as the fairest and most patient-centred health system in the world,
- Employs more than 1.6 million people, putting it in the top five of the world's largest workforces.
- Managers and senior managers accounted for 2.35% of the workforce
- The NHS recruits to over 350 different occupations/professions
- Our funding comes directly from taxation. When the NHS was launched in 1948, it had a budget of £437 million (roughly £9 billion at today's value). Now it is around £120.61 billion.
- Public Health Issues – cost of new treatments
- Meeting the needs of a diverse & changing population
- The need for service transformation & improvement
- Impact of technology
- Unique place of the NHS in the psyche of the nation
- Constant Media Spotlight
- Five Year Forward View
- Sustainability and Transformation Plans (STPs)
- Brexit/General Election

We are looking for people

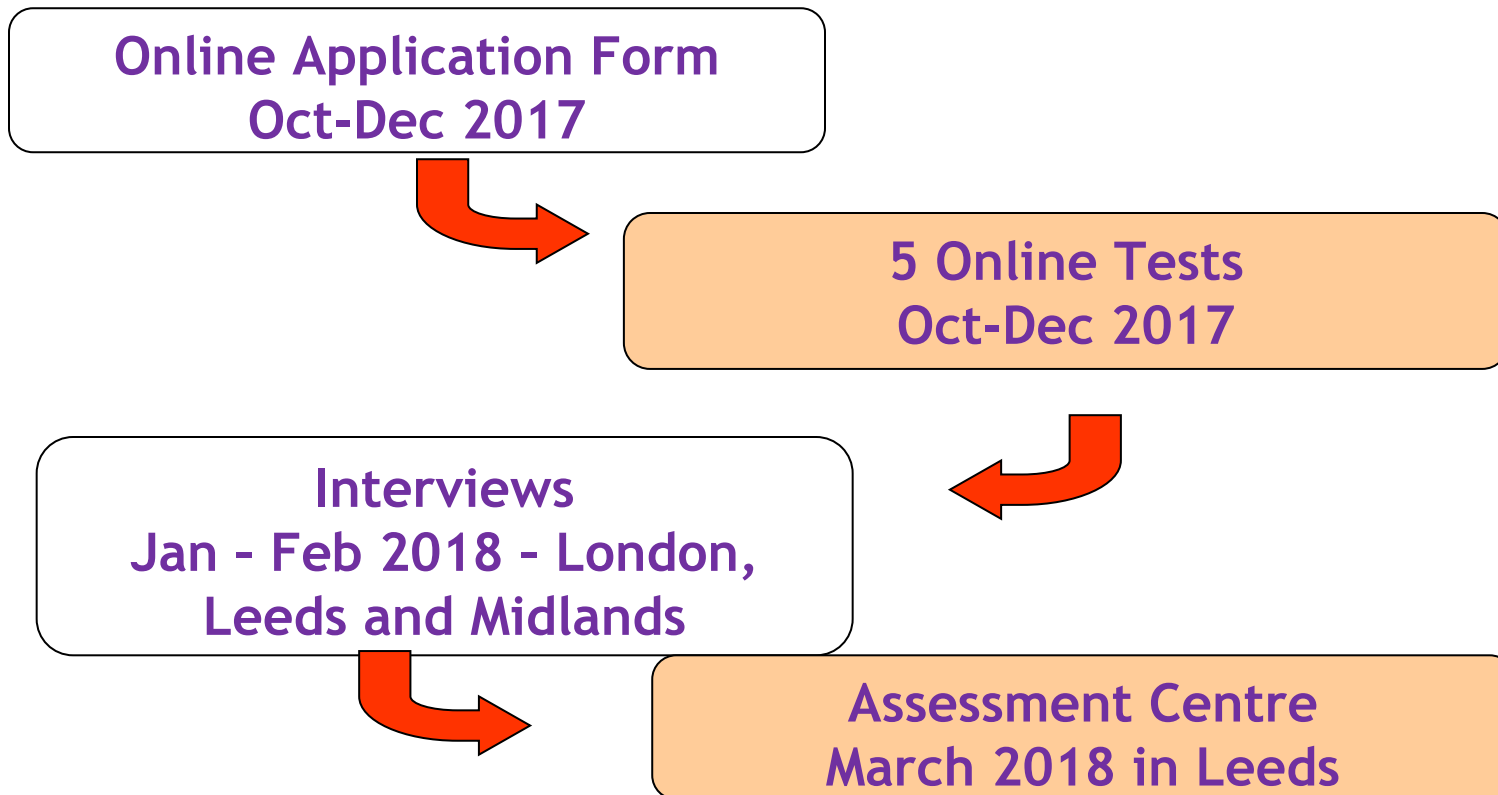
- To make a real contribution to patient services
- To make a real difference to peoples' lives
- To **lead** major changes that will help the NHS meet its challenges.

We Offer

A career in 1 of the following professions Finance, General Management, Health Informatics, HR, Health Analysis and Policy & Strategy with:

- **An extensive induction into the NHS**
- **Work based placements in NHS organisations across England**
- **Flexi placement**
- **Engagement with clinicians and frontline NHS services**
- **Fully funded Post Graduate Qualifications**
- **Management tools and experiential learning**
- **Personal development**
- **Peer support (buddies & action learning)**
- **Exposure to senior management (mentors and coaches)**
- **Career development & help moving into your 1st job post scheme**
- **Excellent career progression – 4 of last 5 NHS Chief Executives came from our Scheme**

The Process



Using Social Media

- Twitter @NHSGradScheme
- Facebook
- YouTube
- SnapChat - nhsgradscheme
- Blogs



Why Social Media

- Informal
- Topical
- Helpful for research
- Lots of information
- Access to real life people
- Available out of hours (check first)
- Insightful
- **BLOGS!**



But remember

- Your personal brand
- Be aware of your impact
- Everyone can see what you say/do
- Be polite
- Create a professional account?



Helpful Conversation

“ *What advice can you give for applicants?* ”



Rachel B.

**NHS
GMTS
General**

Firstly, it's great to hear you're interested in joining the scheme - as a current trainee I can assure you that *it's a very rewarding scheme with lots of opportunities.*

I would also recommend looking at the *NHS Leadership Framework*. This outlines the qualities the NHS is looking for in leaders and will help you frame your experience in the most relevant way.

Staying up to date with current developments in the NHS may help you at the interview stages. Useful sites I like to read are Health Service Journal, Guardian Healthcare, The King's Fund and NHS Managers.

- ✓ Details: examples, practical tips
 - ✓ Meaningful challenges
- ✓ Practical tips
 - ✓ Dialogue

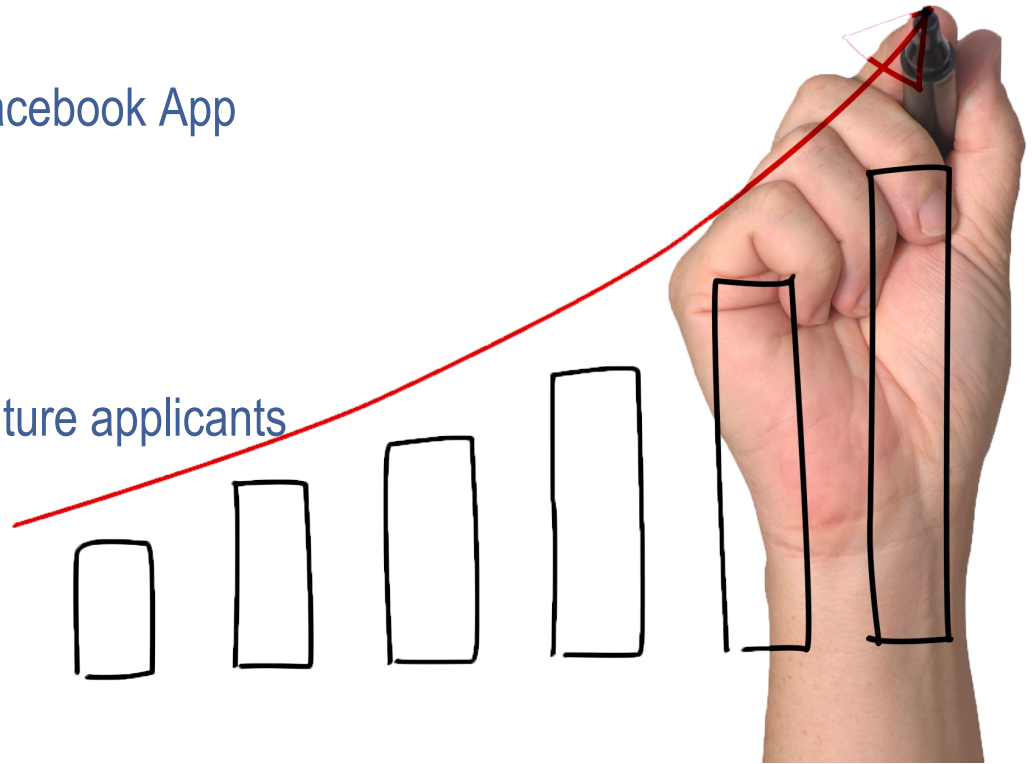
What results have we seen

ALL our successful candidates interact with us on social media

90%+ of our hired applicants used our Facebook App

60% joined a Live Chat Event

98% would recommend the platform to future applicants



BEFORE you apply

- Think carefully is the scheme right for you?
 - www.isthenhsforme.co.uk
- Can you describe why you want to join our scheme?
- Carefully consider your choice of specialism
- Be as flexible as possible on your locations
- Get all of the relevant dates in your diary
- Apply early
- Practice the online tests several times
- Try to talk to current NHS staff
- Research the challenges facing the NHS

The Application Form

- 67% of employers said that the applications they have received have been of insufficient quality
- Cut & paste, scattergun approach & lack of research why graduates are failing
- Align your skill descriptions to those requested within the job specification
- Use similar terminology
- If you do not possess the exact experience, ensure you demonstrate desire to learn
- Transferable skills or knowledge?
- Focus on relevancy – if tight for space, remove what has not been requested.

Types of Online Tests

- Verbal Reasoning
- Logical Reasoning
- Numerical Reasoning
- Situational Judgement
- In-tray Exercise
- Personality
- Motivation
- Values

Online Tests

- Make sure you take tests in a suitable environment e.g. you will not be disturbed, power, Wi-Fi, etc
- Have resources to hand paper & pen, calculator, water, etc.
- Practice tests
- Read instructions carefully
- Don't take wild guesses – work carefully & steadily
- Plan to take tests when you feel at your best e.g. don't procrastinate, are you morning person, etc
- Let the employer know ASAP if you need any reasonable adjustments

Helpful Online Test Sites

- www.shldirect.com/en/practice-tests
- practicetests.cubiks.com/
- www.practiceaptitudetests.com/
- www.theonlinetestcentre.com/
- <http://www.assessmentday.co.uk/situational-judgment-test.htm>

Helpful Online Test Sites

Logical Reasoning

<https://2x-dc2.kenexa.com/2xAssess/uktriallinks/trialTest/take/fe912eee9bd0406ba4a279025f428ba9>

Numerical Reasoning

<https://2x-dc2.kenexa.com/2xAssess/uktriallinks/trialTest/take/b6457e3b8efc419b8524aab17146289a>

Verbal Reasoning

<https://tinyurl.com/ycw2j4wq>

Combination

<https://2x-dc2.kenexa.com/2xAssess/uktriallinks/trialTest/take/4b03bfe61f95497881f8429d7c15a0a2>

Interview Tips

- Research the scheme/talk to current trainees/staff
- What are we looking for?

<http://www.leadershipacademy.nhs.uk/resources/healthcare-leadership-model/>

- Prepare your examples
- What is your motivation?
- 1 minute rule
- Use the Starr technique

STAR

- **Situation** – set BRIEF context for your story.
- **Task** – what was required of you.
- **Activity** – what you actually did.
- **Result** – how well the situation played out.
- **Reflect** - how successful you think you were & how you would change your approach next time.

• **But make sure it is relevant!**

Why Assessment Centres

Give YOU an insight into life on the scheme with realistic job activities

To focus on assessing relevant skills only

We can observe you in a fair and objective way

It is proven to be predictive of future performance

We can look for skills important to the NHS (based on the Leadership Model)

2 way selection process

Overview of the day

- Shared office space with other candidates
- Access to laptop & printer
- Series of activities
 - Individual
 - Group
 - Written
- Network throughout the day

Tips for your Assessment Centre

- **KEEP CALM!!!**
- Do not worry about a “weak” exercise
- Focus on the exercises not the other candidates
- Manage your time
- Be yourself

And above all throughout your application....

- BE POLITE!!!
- Plan ahead
- Read & follow ALL instructions carefully
- Be honest
- Be patient
- Be open to feedback

Further Resources

- Read about & talk to current NHS trainees & our alumni
<http://career-inspiration.com/by/nhs-graduates>
- Our Facebook page has lots of useful information
<https://www.facebook.com/NHSGraduateScheme>
 - Study our website for Scheme details
<http://www.nhsgraduates.co.uk>
 - Follow us on Twitter for handy updates
[@NHSGradScheme](#) & [#NHSGMTS](#)
 - Find us on You Tube
- <https://www.youtube.com/channel/UC85RjMZD1bba3eeZIMjsBxA>

**Thank you for your
time**

Any questions?

Life Defining



Leadership Academy

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NHS Graduate Management Training Scheme Business Game

In your groups, come up with and present a policy solution in response to one of the following questions:

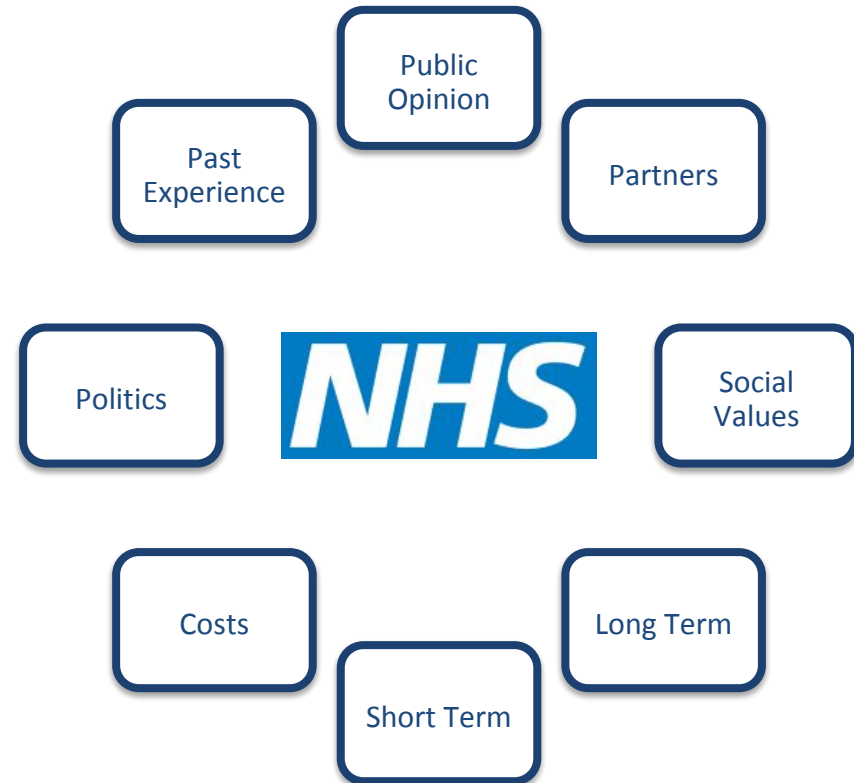
What action should the NHS take to reduce the number of Accident & Emergency admissions which are due to alcohol-related causes?

How should the NHS tackle obesity in adults with a BMI of over 35?

How can we reduce the total number of people who attend Accident & Emergency?

Understand the Problem

- a) **What does this problem look like for an individual?**
- b) **What does this problem look like for the NHS and Society?**



Part 2: Find a Solution

What are we trying to achieve?

- What are the objectives?

Will it work & is it working?

- What is the logic behind the proposed solution?
- How will the policy influence short, medium and long-term outcomes?

What are the options?

- How will we influence change?
 - Fiscal policy
 - Behaviour Change
 - Legislation

Who do we need to work with?

- Which stakeholder groups?
E.g.
 - Clinicians
 - Third sector
 - Academia
- Which parts of the NHS will be involved?

How will we do this?

- Planning process
- Steps involved
- Timeline and sequence

What is the evidence base?

- Has this type of policy been implemented elsewhere?
- Has the solution been evaluated by someone?

Test and go again

What will we measure? When will we assess? How will we assess?

Reducing alcohol-related admissions to A&E

- Alcohol-related harm is placing increasing demands on the NHS. Alcohol misuse costs the UK economy an estimated £7.3 billion per year. Up to 35% of all Accident & Emergency (A&E) attendance and ambulance costs may be alcohol related. This is rising, with rates almost doubling over the last 5 years.
- Your team have been asked to implement a policy review to recommend how the NHS and its partners can reduce the number of people who are attending A&E due to alcohol.

Tackling the obesity crisis in the NHS

- It is estimated that obesity costs the NHS about £4.2bn a year, and the wider UK economy about £47bn a year. This is estimated to continue to increase at a significant rate.
- Your team have been asked to undertake a policy review into how the NHS can tackle the obesity crisis. One of the solutions is bariatric surgery. This is used as a last resort to treat people who are classified as 'dangerously obese' (with a BMI of over 35). Research suggests that it could avert nearly 5,000 heart attacks and 40,000 cases of type 2 diabetes over four years. The initial cost of weight loss surgery is about £6,000 per patient and about 1.4m people in the UK are estimated to be eligible.
- What role should the NHS play in tackling obesity and how should bariatric surgery be used to help this?

Reducing the total number of people who attend A&E

- About 22 million people a year attend A&E. The total number of people attending A&E has increased about 35% over the last 10 years. This costs the NHS lots of money and puts A&E departments under much pressure – with the NHS failing its target of seeing patients who come to A&E within 4 hours of arrival.
- Around 13 per cent of people who attend A&E are discharged without requiring treatment, and a further 35 per cent receive guidance or advice only. This suggests that some of these patients could have been seen elsewhere, such as a GP surgery or a walk-in centre, or didn't need to come in at all.
- Your team have been asked to design an initiative which can help to reduce the number of people who attend A&E.

The Scenario

It is a mandatory requirement of the Department of Health (DoH) that no patient will endure a wait of longer than 13 weeks from being referred by their GP to commencement of outpatient treatment, and no longer than 18 weeks for inpatient treatment (usually surgery). At Mortonstone Hospital the average waits are 18 and 27 weeks respectively for outpatients and inpatients

In the view of the Executive Management Team at Mortonstone, the causes of long or lengthening waiting lists are not only scarcity of human and physical resources, but also the efficiency and effectiveness with which these resources are deployed.

The Scenario

In producing potential solutions to the waiting list problem, it is also most important that you bear in mind the implications of 'Patient Choice'; that patients will be choosing (or avoiding!) Hospitals according to the data they have on both waiting time and quality of care.

We appreciate that very often the practices that detract from achieving optimum efficiency and effectiveness are deeply ingrained and difficult to change. Therefore, changing peoples' sensitivities must be considered and how best to secure their commitment to change and full co-operation in implementing it.

The Scenario

There will be financial penalties for failure to comply and Mortonstone University Hospital, with average waits of 18 and 27 weeks respectively for outpatients and inpatients, has a long way to go.

Therefore, you must take decisive and urgent action.

Your Challenge

- You need to suggest potential solutions to the waiting list problem at the Mortonstone University Hospital.
- You need to come to the best decision you can about how to manage this issue.
- Be prepared to explain your decision

The Rules!

- You will be given the opportunity to purchase information about this issue and/or potential solutions over the course of the next **30 minutes**
- Each group has £50 to spend
- Each piece of further information costs £10
- Each potential solution costs £40