LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

WRITTEN QUESTION

Mrs Finocchiaro to the Minister for Health:

Nurses Recruitment

1. **Last year there were two initiatives to address the high number of recruitment agencies engaged for finding nurses and midwives for the NT – a new panel contract for third party employment agencies and a pilot to use the eRecruitment system for bulk recruitment to establish a pool. Please advise how effective those two initiatives have been and whether you expect to continue them.**

   Panel contract for third party employment agencies - a tender was awarded on 14 May 2018 and there are currently eight providers on the panel. They are under a three year contract, plus an optional two year extension. As this is a new initiative, it is too early to quantify the impact.

   The eRecruit system for bulk recruitment was launched in February 2018 for N1 (enrolled nurses) and N2 (registered nurses) positions across the Territory. To date there have been over 350 applications received via this method. This new process has allowed visibility of the pipeline of potential applicants for the first time, and work is underway to further realise the benefits of the eRecruit system.

2. **What other recruitment initiatives have you used to hire more nurses and midwives in the Northern Territory, how effective have they been and at what cost to the budget?**

   NT Health has leveraged the use of social media, such as Facebook, LinkedIn and Twitter, to engage more effectively in attracting nurses and midwives to the NT. It also used other mediums to target potential

applicants. As a result of an intensive campaign for Palmerston Regional Hospital, 91 per cent of nursing vacant positions have been filled. A total investment of $77 000 was made to support this recruitment campaign.

3. **What is the size of the personnel need in the Northern Territory for nurses and midwives?**

   The amount of administrative effort required to respond to this question is excessive and would result in undue diversion of resources.