

[HomeHospitalsHorton General HospitalLatest news on Horton developments](#) Recruitment situation for Horton Obstetric Service

Recruitment situation for Horton Obstetric Service

Current situation

Given the current situation in relation to recruitment (see below), the decision made on safety grounds to run maternity services at the Horton as a midwifery-led unit will remain in place until 5 March 2017.

The Trust is keeping the situation under review through our established quality monitoring processes, and as new recruitment information becomes available. We anticipate that we can give further consideration of the current operational challenges before the end of 2016 - after the closing date on the latest round of recruitment advertisements.

Recruitment

Recruitment to the new rota originally commenced in April 2016 and advertisements ran nationally in **April, May, July, August, September, October, November and December 2016 and January and February 2017**. The latest advertisement is currently running and when that closes a new one will replace it. The jobs have been advertised on NHS Jobs, the main source of recruitment for this type of role, and in addition, at the request of key stakeholders, the Trust tried advertising these roles in the British Medical Journal. This did not result in any increase in the number of applications.

The detailed outcomes are set out in the table below, which is updated every month on the first working day of the month and made available on our website at: www.ouh.nhs.uk/hospitals/horton/news/recruitment.aspx.

Following the decision to temporarily cease to deliver an obstetric led service at the Horton, the Trust renewed its focused recruitment efforts – including clarification of the salary (which includes significant financial incentives), and the possibility of extension to the standard duration of contracts.

Despite these efforts, the rota currently has **four** doctors in post; including the doctors referred to in the paragraph below. The Trust requires **nine doctors in post** to fill the rota in order to provide a safe obstetric led service for mothers and babies delivering at the Horton.

As per the table below, since July 2016 **six** doctors' applications led to offers being made that were originally accepted. Two of these doctors are now in post – one of these started in February 2017 and one was due to start in February but is now due to start in April. *

[Go to top...](#)

Updated 22 February 2017

Date of advert	Applications	Shortlisted	Attended for interview	Offered position	Accepted offer	Offer / acceptance still 'live' (but not yet in post)	In post
20/04/16	5	4	1	0	N/A	N/A	0
20/05/16	7	3	3	3	0	0	0
13/07/16	4	3	2	2	1	0	0
12/08/16	8	3	3	3	3	0	1
12/09/16	8	4	2	1	1	0	1
7/10/16	7	3	1	1	1	1	0

27/10/16	9	2	0	0	0	0	0
7/01/17							

***Note:** delays in start dates or failure to progress an application after offer can occur for a number of reasons including other job offers elsewhere, failing to meet the clinical standards required in terms of GMC registration or English language tests, visa and work permit requirements or candidate withdrawal from the process.

***This advertisement is still open and so the number of candidates is not yet known. When it closes the next one will open.*

Oxfordshire Clinical Commissioning Group has looked at the processes that OUH has taken to recruit and is satisfied that every reasonable step has been taken, but that the local, regional and national shortage of suitable candidates and a small obstetrics unit makes these posts very difficult to recruit into.

Births at the midwifery-led unit at the Horton

Births and transfer numbers at the Horton Midwifery Led Unit are regularly reported to the Oxfordshire Clinical Commissioning Group and are in line with national and local expectations. Staff in the midwife led unit are happy to show women around and are proud of the excellent service they are able to offer women with low risk pregnancies.

From 3 October 2016 – 31 January 2017

Total:

Births: **61**; Transfers in labour **16***; Postnatal transfers **8**; **Total Transfers 24**

***4 of these transfers were after the baby had been born but the placenta had yet to be delivered. Transfer was for assistance with this. This is classed as a transfer in labour as the birth process is not considered to be completed until the placenta is delivered.**

No babies were born in transit.

Pregnant women can get more information via their midwives or GPs, or on the Trust website:

www.ouh.nhs.uk/hospitals/horton/news/article.aspx?id=552

[Go to top...](#)