



Crown  
Commercial  
Service  
Supplier

# RM6229 Permanent Recruitment 2

## Lot 1 Clinical General Recruitment



# Kaizen Recruitment.

Prospectus 2022



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## Who are Kaizen Recruitment?

Kaizen Recruitment are a preferred supplier for this **framework agreement under Lot 1**.

We are a specialist consultancy focusing on the delivery of **fixed term and permanent Doctors** to the **NHS** & private sector.

Skilled in both **UK** and **international recruitment**, partnering with **Kaizen** can give you access to **one of the largest networks available worldwide**.

## Our Promise.

We pride ourselves in building **long-lasting partnerships** that are based on mutual **trust** and **transparency**.

Here at **Kaizen Recruitment**, we promise to deliver a **service of excellence**, as well an assurance to you that only the **highest of standards** are met throughout your entire experience with us.

### Lot 1. Clinical Recruitment

**Clinical & Social Care (Nursing & Midwifery, Medical & Dental, Social Care, Other Clinical)**

#### Medical Bands:

FY1, FY2, Registrar (ST1/2)

Core Medical Training

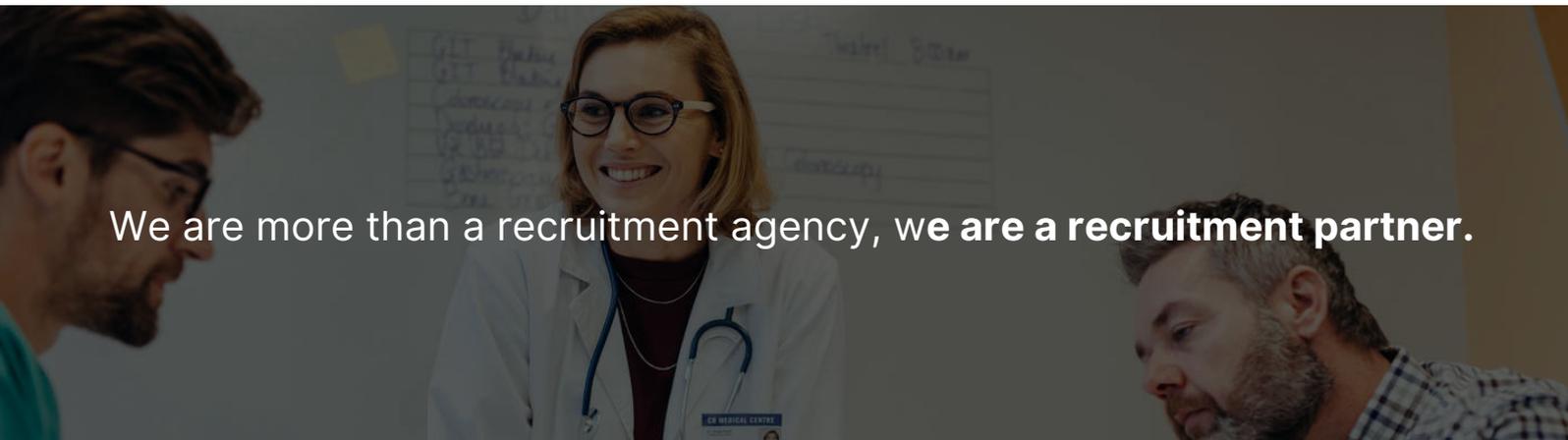
Registrar (ST3+)

Dental Core Training

Specialty Doctor/Staff Grade

Associate Specialist

Consultant (and equivalents)



We are more than a recruitment agency, we are a **recruitment partner**.

# Why Kaizen Recruitment?

Our team members individually have experience in all areas of medical recruitment, as well as having an **extensive knowledge-base** which makes them experts at what they do.

By working with **Kaizen Recruitment** you can be assured that we:

- Focus solely on **substantive & fixed-term recruitment** of clinicians across the **NHS**
- Offer an array of services including **Executive search, international project expertise, Onboarding/Concierge** and **Vacancy consultancy**.
- **Recruit for every specialty**, including those hardest-to-fill such as Emergency Medicine, Radiology and Acute.
- Have worked with **over 60 trusts** including **major trauma centres, tertiary referral centres**, as well as **district general hospitals**.
- Work with candidates from junior to senior level.

You can also feel confident and satisfied knowing that by working with Kaizen Recruitment they fully support anyone they work with and will continually commit to and stand by the **Modern Slavery Act 2015 policy** - to prevent any modern slavery and human trafficking.

## Kaizen's Mission and Values



***To create a sustainable high-quality workforce for the NHS.***



**Passion**



**Honesty**



**Accountability**

**£10,000.000**

Estimated **NHS savings**  
using Kaizen permanent  
recruitment model.



**69**

trusts Kaizen  
Recruitment has  
worked with.



**350+**

number of **Doctors** placed.

# How can Kaizen Recruitment help you?

Kaizen Recruitment can help you in the key areas that you face challenges:



**Retaining  
staff**



**Budget  
restrictions**



**Lack of Time**



**Long  
administration  
processes**

As well as supporting you in your key:



**Domestic  
searches**



**International  
recruitment  
drives**



**98%** of candidates who secured  
a job via Kaizen **stayed for 1 year or over.**



**Our Solution for the NHS.**

# Kaizen's Sustainable Recruitment Process

Start



## Cost effective

The NHS has seen the cost of temporary workers rise to over **£1billion** in recent years.

Utilising **Kaizen's recruitment strategy** we can create a **more sustainable workforce** having a positive impact on **department staffing, NHS training opportunities**, as well as **patient safety!** In the process **saving the NHS £millions** on their costly temporary workforce.



## Time efficiency

**Time is of the essence** and the recruitment process can be very consuming when looking at the time it takes to **attract, review** and **interview** applicants.

The candidate may or may not accept your offer, which can cause more **delays**.

By partnering with **Kaizen Recruitment** we can streamline these processes, allowing you to spend your valuable time and resources in other important areas.

## The 3-step screening process

3

### Vacancy briefing

All candidates are briefed on the vacancy and the hospital to ensure a smooth transition.

As a recruitment partner we ensure to be completely transparent with all candidates from the start of the negotiating process to avoid any disappointment.

Once an offer is accepted we offer **full HR support** completing **pre-employment checks** in a time-efficient manner so that the trust is ready to start planning for their arrival.

2

### Experience screening

We take the time to understand each candidates capabilities and limitations.

For each speciality we ask each candidate to write a procedure and competency checklist, so you can see what they can do independently and what requires supervision so you can identify training needs early on.

1

### Pre-screening

All candidates when they register must be able to provide the necessary documents to ensure that they can practice in the UK, such as valid identification and eligibility for full GMC licence.

The **3-step screening process** is designed to cover all bases with the candidate and to determine that they are the perfect fit for the Trust, with a genuine interest on pursuing the role - all to **reduce the risk of time wasting**.



## Onboarding & planning

Most UK Doctors have a 3 month notice period, however, this isn't always the case for international Doctors as some can have 1 month notices. This is particularly advantageous if you are **relying on expensive temporary locums** for the usual day to day running of the department.

Employing a large number of Doctors from overseas will have its challenges and will take **careful planning** and **consideration** - we can help plan arrivals to **suit the trusts needs**.



## Pastoral support

We have the resources to provide **24/7 pastoral support** as most hospitals do not have the time to offer this.

This can include helping with queries such as **completing the VISA application forms** and **tenancy agreements**.

We also provide the Doctors with **relocation packs**, which gives them valuable information such as **routes to the hospital, property prices, local amenities** and **setting up bank accounts**.

However big or small the query our team are **always available to provide all the right answers**.

End



## Retention of staff

**Retention** is a vital part of a **successful recruitment partnership**.

Therefore it is important that you have the right infrastructure and processes in place to retain your new recruits.

Having worked with over **69 NHS Trusts**, Kaizen Recruitment can share valuable insights on previous experiences with NHS organisations and how we can **implement positive solutions** to help create a successful staff retention strategy.



## Managing expectations

Whilst we are **confident** that we can solve most of your problems and help **shape a sustainable workforce**, there will be challenges faced within these processes, we work hand in hand with our clients to **manage expectations appropriately** and mitigate any potential issues that may arise.

We can identify potential complications that may occur and help you find **solutions**, allowing you to plan and **overcome the challenges** that all hospitals face.

# Get to know us.



✉ Dane@kaizenrecruitment.co.uk

☎ 0203 854 9062

## Dane Willis Co-Founder & Partner

Dane has worked in the Recruitment industry for over 10 years. Starting his recruitment career in the temporary locum market, he worked his way up from a candidate resourcer to divisional manager within the Women's & Children's and Surgery & Anaesthetics divisions.

With Dane's extensive knowledge of the NHS and insights into its staffing challenges, he decided to take the leap into permanent recruitment as he saw the benefits and need for the NHS to think about the long term goal, rather than the 'here and now'.

To this day, he is passionate about helping the NHS transition away a temporary workforce and adopting a more sustainable recruitment method.



✉ Stuart@kaizenrecruitment.co.uk

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## Stuart Vaughan Co-Founder & Partner

Stuart has worked within the Medical Recruitment industry for 9 years. Throughout his career he has been involved in high-level recruitment projects and the implementation of new infrastructures, as well a number of framework tenders.

From his experience Stuart has gained an excellent knowledge of the NHS staffing shortages and has made it his priority to develop key relationships within NHS trusts, to help them with their requirements and end-goals.

Stuart brings a wealth of experience to Kaizen Recruitment and has a key ambition to build a sustainable workforce to the NHS.



## Harry Doyle Recruitment Consultant

Harry has been working in Healthcare Recruitment as a fixed term and permanent healthcare specialist for the last 3 years.

Within this time Harry has built and maintained strong relationships with Doctors and clients, making it a priority of his to continue doing so. Through starting his career in the locum market, he saw a career within permanent recruitment more rewarding, helping candidates work towards their dreams.

For some candidates it has been life-changing to work in 'the most prestigious healthcare system in the world' - making it a key reason behind Harry wanting to continue his work with the NHS.



## Drew Eaton Recruitment Consultant

Drew has been working in Medical Recruitment for 7 years. Initially starting as a locum recruiter and then switching to permanent recruitment a couple of years later; after realising the challenges in NHS staffing crisis would be better tackled by the supply of permanent Doctors.

Drew is truly passionate about finding a solution to the staffing challenges, knowing the importance of preventing departments from being understaffed, with the impact this has on patients and NHS staff. Through this ambition Drew is focused on matching the right candidate to the right job, providing a thorough and professional service.



## Rachel Evans Onboarding Specialist & Marketing Manager

Rachel has worked in Marketing for 5 years, in a range of industries such as education, sustainability and healthcare. Throughout her career Rachel has built strong relationships with colleagues and clients, to create a solid and successful foundation for Marketing.

She has been with Kaizen since September 2020, working alongside the team and Doctors to support with the onboarding process and create all things Marketing.

Candidate.

"I just want to say that it's Dane who is responsible, and to be complimented for me being here today working in the **NHS**.

He is an **extremely professional** and understanding person. He guided me at every step and through all those ups and downs, uncertainties and unpredictability in this difficult period of transition. I will definitely recommend Dane and his organisation to other doctors who want to move to the **UK**."

**Consultant Radiologist**

"I have worked with one of the founders of **Kaizen Recruitment** for many years and have always been **impressed with the quality of service** and **dedication to sourcing reliable and genuine candidates** we have been shown.

We have recently recruited a permanent International Candidate through working with Kaizen and the **helpful, knowledgeable service** they provided helped both our candidate and us as a Trust navigate through the **SELR process**. I look forward to continue working with them in the future."

Head of Medical Workforce  
**Partnership NHS Trust, South West**

Client.

Candidate.

"I started speaking with Stuart and Dane once I **completed my GMC registration**. They had quite a few vacancies and gave me information and job descriptions about the places and after we discussed the opportunity in detail we narrowed it down to a few places.

They **secured me an interview** within the next week and gave me interview tips. Surely enough I was accepted for the post. I had a rough idea of what to expect and I felt **confident** enough to let Kaizen negotiate the terms on my behalf. They also helped me with my **CoS** and **visa application**. I have since started the job and am still in contact with them. I would recommend **Kaizen Recruitment**, they were **professional** and **supportive**."

**Consultant Radiologist**

"Over the past couple of years, the Trust have formed a great working relationship with Stuart and the wider team at **Kaizen Recruitment**. Whilst we were initially cautious of using recruitment agencies, we have been **thoroughly impressed** with the **high quality candidates** that have been supplied to us.

We have made **several successful placements in hard-to-fill areas** via Kaizen, which has helped us to **reduce vacancy rates** and reliance on bank/agency doctors. The team are **incredibly proactive** during the recruitment checks stage which helps my team to get doctors started as quick as possible. I look forward to utilising this successful relationship throughout my time in the **NHS!**"

Medical Recruitment Manager  
**University Hospital, South West**

Client.



**Kaizen Medical.**

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