

NATIONAL VALUES BASED RECRUITMENT FRAMEWORK: USER GUIDE

Introduction

This guide provides handy hints and tips for users of the national Values Based Recruitment framework.

The framework can be viewed [here](#).

What does the framework include?

The framework sets out a single, standardised process for universities and trusts to recruit students and staff for the values of the NHS Constitution. Recruiting for values is not an entirely new process, in most cases it will be an adjustment of what organisations are already doing and will enhance existing recruitment processes.

The framework includes evidence based national core requirements which all NHS funded training programmes will need to adhere to when recruiting students. NHS employing organisations are encouraged to adjust their processes to also embed these requirements to mirror the recruitment of students.

The framework brings together in one place tools, resources, guidance and case studies to help the effective embedding of values based recruitment.

Key pages you may find useful

The framework is interactive meaning you can navigate your way around it whether you want lots of information or relatively little. Below are some key pages you may find useful.

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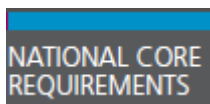
Get a flavour of what's included and click through to where you'd like to go



Tip: Click on this button in the top left of the framework at any time to return to this page.

Page 8 The national core requirements

View this page as a quick 'at a glance' view of the national core requirements and the supporting resources included for each. For further information you can click on each requirement to find out more in the *Embedding the national core requirements* section.



Tip: Click on this button on the top toolbar at any time to return to this page.

Pages 9 – 48 Introduction and overview

Read about the background to HEE's VBR programme in this section, as well as information about other programmes and initiatives being undertaken across the system to help address values in the NHS.

Pages 49 – 72 The evidence

Read more about the evidence which has helped the development of the framework, as well as HEE's plans to build on this.

Pages 73 – 79 Stakeholder views

This section presents views from patients, trainees, NHS organisations and education institutions. Engagement with these groups will continue after the framework has launched.

Pages 80 – 103 Embedding the national core requirements

Go straight to this section if you'd like to read about how you can embed the requirements into your recruitment processes, as well as view tools, resources, guidance and case studies to help you do this.

Viewing the framework

The framework can be used on any computer or device which supports Adobe.



Tip: The framework can be viewed on an iPad, but for the full interactive experience you will need to download an app such as PDFmate to facilitate this.

Further information

If you have any comments or queries in relation to the framework please contact the VBR programme team HEE.VBR@nhs.net.