P-284 USING THE CHARITYWORKS GRADUATE SCHEME AS PART OF A TALENT MANAGEMENT STRATEGY
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Background High-performing organisations are more than twice as likely as low-performing organisations (69% and 31%) to have programmes for the attraction, development, management and retention of talent aligned to organisational strategy (Project Management Institute, 2013). There is evidence of correlation between talent management and organisational success in nursing (Taie, 2015) and the NHS Leadership Academy acknowledges that competition for skilled staff in a more global, mobile, multi-generational, diverse workforce means that talent management is a driver for success in healthcare (NHS Leadership Academy, 2014). Charityworks offer a one-year fixed-term graduate scheme that hospices can use to develop their non-clinical talent.

Aim To offer two Charityworks Graduate placements aimed at:

• Providing opportunities for new initiatives to be supported in key departments
• Providing a stepping stone for future careers
• Ensuring a pipeline of new talent.

Methods The hospice developed two job descriptions (Marketing Officer and Executive Assistant) for Charityworks who recruited, selected and recommended graduates for the roles. Charityworks provide training, conferences, mentoring, peer coaching, networking and research opportunities throughout the year. The hospice will evaluate using stakeholder interviews and Charityworks will publish a qualitative evaluation based on graduate and placement supervisor surveys; results from its five hospice-sector partners can be analysed.

Findings The hospice gained two promising team members in Marketing and Communications and Community Engagement, easing resource demands and supporting project development. The graduates gained access to a competitive sector, diverse roles and professional development opportunities. One graduate will be hired to a new role after their placement and the hospice would use Charityworks again.

Conclusion The Charityworks Graduate Scheme provides an opportunity for hospices to recruit from a targeted pool of candidates, offers graduates access to meaningful roles and development opportunities that hospices may not have the resource to provide internally, and can contribute to a robust talent management strategy.

P-286 EMBEDDING EVIDENCE BASED ASSESSMENT AND SUPPORT FOR FAMILY CARERS INTO PRACTICE: STRATEGIES FOR SUCCESS
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Background The Carer Support Needs Assessment Tool (CSNAT) intervention comprises an evidence based comprehensive support needs assessment tool incorporated into a five stage person centred process. Together they enable a systematic process of assessment and support that is carer led. This ‘CSNAT Approach’ represents a change from existing informal practitioner led practice.

Aim To identify aspects of organisational preparedness needed to accommodate implementation of the CSNAT as a carer-led process of assessment and support within palliative care organisations.

Method Design: mixed methods case study of one large hospice organisation using a planned process to implement The CSNAT Approach. Data collection: field notes at site visits, document review, interviews, focus groups and survey of practitioners using the CSNAT Approach. Participants in interviews/focus groups: 28 staff (one clinical services director, three implementation project leads, 24 practitioners including departmental CSNAT champions); qualitative thematic analysis. Forty-four members of staff took part in the survey (response rate of 51%); descriptive statistics used to summarise survey data.

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