Title	New Values Added to the Recruitment Source List of Values
Purpose	To advise users of new Recruitment Source values to enable the identification of students and returning staff joining the NHS Workforce in response to the Coronavirus (COVID-19) pandemic.
Intended Audience	All HR, Recruitment and Workforce Teams

SUBJECT

To enable the identification of students and returning staff joining the NHS Workforce in response to the Coronavirus (COVID-19) pandemic two new values will be available from Monday 6th April (subject to successful deployment) in the Recruitment Source List of Values in ESR.

DETAIL

Following discussions with national bodies it has been agreed that temporary additional values should be added to ESR to enable the monitoring of recruitment in response to Coronavirus (COVID-19).

Therefore the below values will be available in the Recruitment Source list of values on the Additional Personal Details form (Descriptive Flex Field):

- Return to NHS - COVID-19
- Students - COVID-19

The values will be reportable through ESR BI and ESR Data Warehouse to satisfy both local and national reporting requirements.

The values will be reportable in the NHS Staff Movements Dashboard in ESR BI - for example within the Hires tab which details all new hires within a period.

ACTION REQUIRED

Organisations should use the new values where students or returning staff are recruited in response to Coronavirus (COVID-19).

FURTHER INFORMATION

This temporary variation from the list of values in the National Workforce Dataset (NWD) has been approved by the DHSC and is supported by NHS Digital.

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NEXT UPDATE

No further update is required.