

Involving Patient and Carer Representatives in the recruitment process

Greater Manchester Cancer Alliance has placed importance on including Patient and Carer Representatives at every level since inception. When recruiting new staff into the alliance, we make every effort to include a Patient and Carer Representative with lived experience of cancer in Greater Manchester on our interview panels. We find their perspective incredibly valuable, and their contribution helps us to identify the most suitable candidate who embodies our values and places patients at the front and centre.

We recently trialled including one of our Patient and Carer Representatives, Dr Farida Anderson MBE, from the very start of the recruitment process including the shortlisting of candidates prior to interview. Although this posed some initial challenges with system access and GDPR, we worked alongside HR to overcome this and found it very beneficial to have Farida's involvement from an earlier stage than usual.

Farida said: "I was asked to be an interview panel member, and I queried whether I should be part of the whole recruitment process. I know that this request wasn't without its challenges but thankfully the team agreed."

There are many benefits to involving Patient and Carer Representatives in the recruitment process. I gained an insight into how the system operates, and the potential barriers which may prevent more applicants from Black and Minority Ethnic backgrounds from applying. Having Patient and Carer Representatives from diverse backgrounds as panel members assists in conversations and keeps aspects of unconscious bias being applied.

It was an honour to be part of the process from beginning to end...the opportunity allowed me to develop my skills in recruitment as well as working alongside the team."

Although this trial was a success, we also understand that shortlisting is a big time commitment, and have made the decision going forward to provide the option for patient and carer representatives to be involved in shortlisting as an optional add-on to interview panels.

For more information please contact

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