

## **Vacancy Challenge Form**

Please consider and answer the following questions to be uploaded on to Healthjobs as part of Vacancy Control and will be discussed at Divisional and TEECP.

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| 1. | <b>What is the consequence of not recruiting to this post? Why is this an essential role to fill?</b>  |
|    | The consequence is under staffing, gaps in nursing support. It is essential that the PAU/SWEC/COPD has a lead nurse.   |
| 2. | <b>Could the post be filled part time or be combined with other roles? If no, why not?</b>   |
|    | No, PAU/SWEC/COPD is a specialist paediatric area.   |
| 3. | <b>Could recruitment be deferred to a later date? If so, what are the associated risks and costs?</b>  |
|    | No, it is a secondment cover.  |
| 4  | <b>Would the vacancy need to be covered by bank/agency until it is filled? If so please complete a Temporary Staffing request form or Management Consultancy Request form.</b>   |
|    | No   |
| 5  | <b>Is there funding specifically associated with the post?</b>   |
|    | e.g. Research / Charity / Education  |
|    | No   |
| 6  | <b>For all posts please attach the following:</b>  |
|    | <ul style="list-style-type: none"> <li>- Job Description</li> <li>- Person Specification</li> <li>- Organisation Chart</li> <li>- This challenge sheet</li> <li>- For CNS and medical posts please attach a copy of the job plan.</li> </ul> |