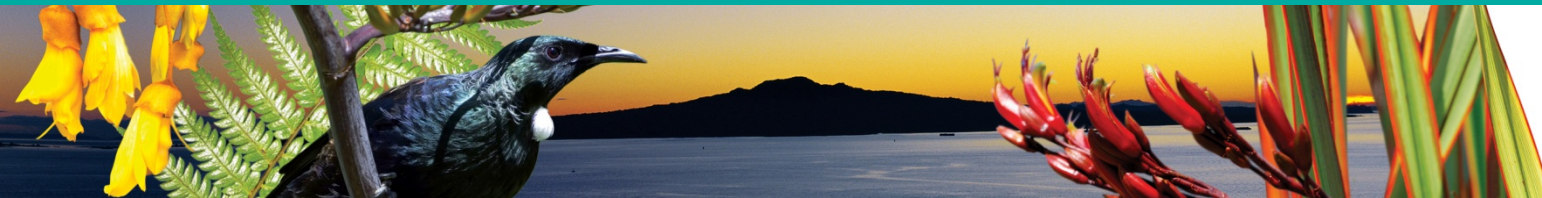


Drowning in paperwork? Get Onboard!

**Deploying tools to improve the New Employee
Hiring Process at Waitemata DHB**

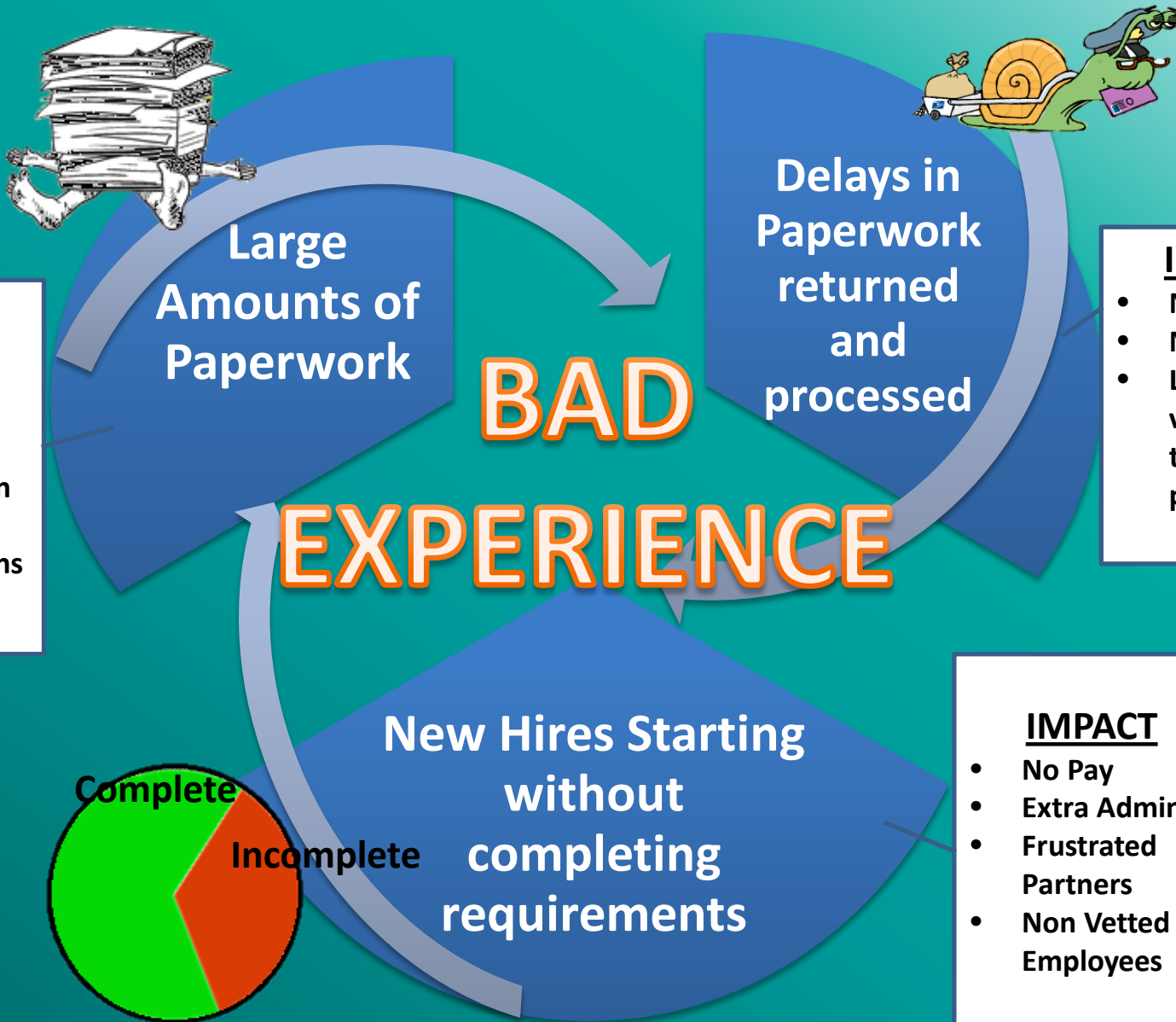
**Vanessa Aplin and Graeme White (Recruitment)
Ken Kok (Quality)**

“FAST” Project, Wave 9



Waitemata
District Health Board
Best Care for Everyone

The Problems



IMPACT

- Cost
- Resource
- Time
- Frustration
- Archaic Impressions

IMPACT

- No Visibility
- No Tracking
- Large variation in times to process

IMPACT

- No Pay
- Extra Admin
- Frustrated Partners
- Non Vetted Employees

Action



Implement
Online
Tools

BENEFITS

- Instant
- Reportable
- Targeted
- Quicker
- Engaging
- Easier



Initiate
24/7
Document
Drop Box

BENEFITS

- Less Delays
- More Accessible

**CHANGING
EXPERIENCE**



Revise, Remove
and Remedy Hard-
Copy Forms

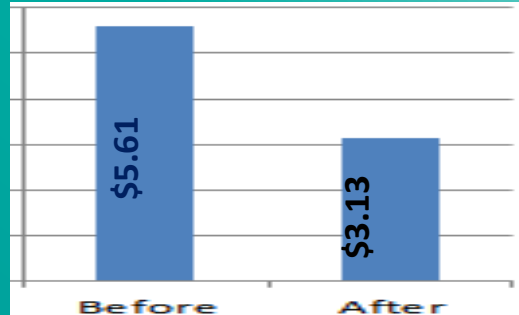
BENEFITS

- More Relevant
- Removed Duplication
- Reduced Cost

Results

COST SAVINGS

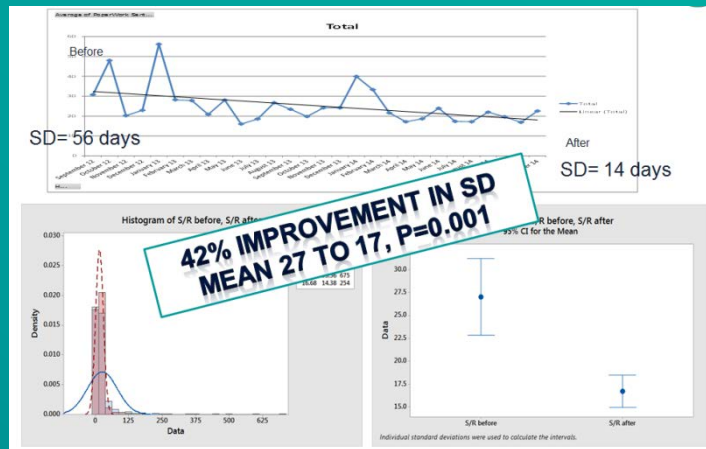
Reduction in cost of materials
and printing per pack



44% cost
reduction per
pack

TIME SAVINGS

Reduced time to follow up
and process candidates.
89% Online tasks completed
within 1 week.

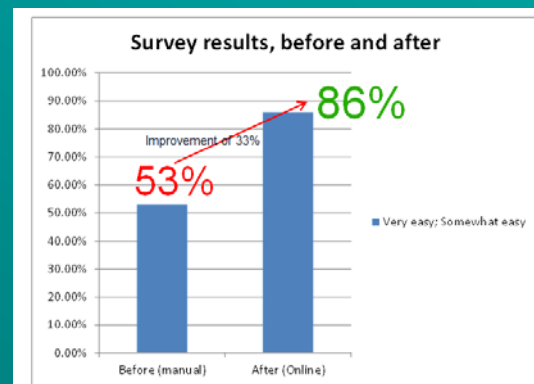


Time to hire
average
reduced:
27 → 17 days

42% Reduction
in variance

IMPROVED EXPERIENCE

Candidate Satisfaction
results up from 53% → 86%



New hires found it
easier to complete
paperwork, after
introduction of online
onboarding

Next Steps?



Progress towards **100%** of the New Employee Onboarding online, which will result in:

- ✓ **BETTER EXPERIENCE** for candidates
- ✓ **LESS FRUSTRATION** for new and existing staff
- ✓ **FURTHER COST SAVINGS**
- ✓ **TIME SAVING**
- ✓ **BETTER TRACKING** of full onboarding process
- ✓ **ALL EMPLOYEES “hired”** before they start

“connected”

“with compassion”

“better, best, brilliant”

“everyone matters”



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