

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Policy Statement on Re-Employment of Ex Trust Employees

- 1.1 The Trust believes that in order to continuously deliver high quality services it must recruit, develop and retain a workforce which is best suited to providing the best service possible to its patients.
- 1.2 The Trust is committed to providing patients with the highest quality of healthcare and recognises that individuals who have been employed by the organisation and have subsequently been dismissed from that employment have been deemed inappropriate or incapable of working within the Trust.
- 1.3 The Trust considers that it is inappropriate to re-employ individuals who have previously been dismissed from the organization or where dismissal would have been considered had they not resigned.
- 1.4 The Trust will not re-engage ex-employees who had their employment terminated by the Trust on the following grounds:
 - Conduct – both misconduct and gross misconduct.
 - Capability – underperformance or ill health (see 1.6 below)
 - Redundancy – where the person received a redundancy benefit.

This policy applies to both direct employment by the Trust or engagement on a contract for services to the Trust.

- 1.5 Applicant's details will be checked prior to shortlisting, to identify the reason for leaving the Trust. If they were previously employed in any capacity in the organization, and if the reason for their termination of employment relates to any of those detailed in section 1.4, the applicant will not be shortlisted.
- 1.6 In certain circumstances, consideration may be given to re-employing staff who have been previously dismissed on capability grounds due to ill health. The Trust will consider whether such an individual has the relevant skills, knowledge or experience which can be beneficially utilized in another post within the Trust.