VALUES BASED RECRUITMENT

**QHEPS LINK:** [https://qheps.health.qld.gov.au/metronorth/hr/recruitment/values-based-recruitment](https://qheps.health.qld.gov.au/metronorth/hr/recruitment/values-based-recruitment)

**What is it?** Metro North is now integrating values based recruitment principles into our recruitment process. This means that when recruiting a vacant position, recruiting managers will now need to do the following to assess all candidates (internal and external):

1. Invite potential candidates for vacant positions to frame their application around the Metro North Values
2. Assess candidates' behaviours against the values during the shortlisting and other recruitment processes (e.g. interviews, work samples etc.)
3. Undertake referee checks by asking questions of the referee about the candidate’s behaviours within the Metro North values.

Testing candidates’ values at all three stages of recruitment is now mandatory for all roles in Metro North.

**What about mandatory qualifications/clinical experience/other requirements for recruitment?**

Values based recruitment does not override the usual processes that traditionally apply to recruiting roles within Metro North. Values based recruiting simply enhances the existing recruitment processes to help ensure we get the right person for the job, based not only on merit but having the right values and behaviours to support our healthcare delivery. [Ideas and examples for professional development](https://qheps.health.qld.gov.au/metronorth/hr/recruitment/values-based-recruitment)

The recruitment and selection policy still applies and remains unchanged. Any capability statements / work value statements across any of our Enterprise Bargaining Agreements and Awards still apply and remain unchanged. [Values / behaviour based question examples to assess alignment with MN values](https://qheps.health.qld.gov.au/metronorth/hr/recruitment/values-based-recruitment)

**Is there a framework? YES**

The [Values Based Recruitment VBR Framework](https://qheps.health.qld.gov.au/metronorth/hr/recruitment/values-based-recruitment) will guide and show you how to integrate Values Based Recruitment principles into your process to ensure you get the right person for the job.

The framework provides information and advice on:

- How do we know VBR works?
- What are the values and why use them?
- What does the VBR process look like?
- What else do we need to test for?
- How to test a person's "values"
There is also a comprehensive list of example values based interview questions that you can use to test for candidates’ behaviours. To get an idea of the sorts of behaviours you should be looking for in your ideal candidate(s), take a look at the example behaviours for each of our values for early career, middle career and senior / executive career roles in Metro North.

To help you verify your panel’s assessment of your candidates’ merit, use the values based referee report template to find out more about your candidates’ behaviours in their previous role(s).

The Metro North Recruitment Team can start you on your way and show you how to use the Metro North values based role description template. Your local HR Business Partner can also help you integrate values based recruitment principles into your recruitment and selection process. This is not an onerous task and your investment in values based recruitment will pay itself off ten times in the quality of the candidate you’ll find for your team.

Values Based performance and Development Planning (PDP)

Team members: Are you looking for a more meaningful PDP conversation with your line manager? Are you looking for ideas for professional development?

Line managers: Are you looking for a more supportive and comprehensive PDP process for your team members? Are you looking for ways to improve and develop your team member’s performance?

Using the Metro North values in the Performance and Development Planning process will greatly increase role clarity and performance support for line managers and team members alike.

The values based PDP template now allows team members and line managers to have an expanded and more meaningful conversation about what behaviours for Respect, Teamwork, Compassion, High Performance and Integrity look like in your role and in your team. You can find examples of ideal behaviours for early career, middle career and senior / executive career roles in Metro North.

If you are looking for ways to improve the performance and behaviour of yourself and your team while interacting with patients and colleagues, we have developed a comprehensive list of values based professional development ideas. These are all practical and mostly workplace based ideas for activities that you can undertake to improve your skill and experience in each of the competencies that underpin our values.

QHEPS LINKS: https://qheps.health.qld.gov.au/metronorth/hr/recruitment/values-based-recruitment
- Role Description
- Referee Report template
- Professional Development template
- Values / behaviour based question examples to assess alignment with MN values
- Ideas and examples for professional development

Performance and behaviour indicators  Early career roles
- Mid-career and middle management roles
- Senior management or executive roles

For more information on how to get the best out of your PDP process, contact your local HR Business Partner, or Education Coordinator, Ann Whalley on 5433 8282 or ann.whalley@health.qld.gov.au.