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Use Of Agency Staff

reduce use of agency

staff: a diagnostic tool.

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How to reduce use of agency staff: a diagnostic tool.

GOV.UK/monitor. 2.

- The cost of temporary staffing, particularly nurses and doctors, presents a challenge for most trusts. This diagnostic tool focuses primarily on agency nurses, but the principles apply to any agency staff group.

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~~reduce use of agency
staff: a diagnostic tool~~

How to reduce use of agency staff: a diagnostic tool. This tool, which has been developed with pilot sites, will allow you to diagnose issues, decide ways forward and implement improvements quickly.

Diagnostic tool — PDF

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version; Diagnostic tool
— Excel version

~~NHS England »~~

~~Reducing expenditure
on NHS agency staff ...~~

Trusts are working hard to reduce the amount of agency staff they use, and this is something we ' re actively supporting through initiatives like our agency support team.

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~~New rules launched to
reduce agency spend in
the NHS - GOV.UK~~

Fewer UK employers
will reduce use of
agency staff.

International Law Firm
Eversheds has recently
conducted a study to
gauge business reaction
and identify what steps
agencies and hirers
anticipate when the

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Agency Workers

Regulations 2010 come in to force, in just 4

months time on 1st

October 2011. Three

years ago, when the firm asked the same question,

64% of respondents

indicated an intention to reduce their use of

agency labour as a result of the Agency Workers

Regulations.

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~~Fewer UK employers
will reduce use of
agency staff - HR review~~

Reducing agency
worker reliance & risk.
Agency staff used to be
the easy option...the
' go to ' workforce
solution for
organisations needing to
boost labour supply
during peak demand
and reduce it in quieter
periods. The flexibility

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and low administrative overheads afforded by employing temporary workers saw this form of resourcing become embedded in the models of many organisations that employ shift workers.

~~Reducing agency
worker reliance & risk in
your organisation~~
Effective management

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of agency staff is key to providing flexibility in care delivery. However, too often they are not used in a managed and strategic way, which can result in escalating costs. Agency expenditure in the NHS has increased in recent years and we have to reduce it by over £ 300m by 2014. To understand what organisations could do,

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we spoke to a variety of trusts who had cut agency costs considerably.

~~How to reduce your agency spend | Nursing Times~~

Reducing agency spend. Agency spend has been a focus since 2016 and in 2017, NHS Employers worked with 13 NHS trusts and an

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STP to focus on reducing their medical locum spend, make effective use of e-rostering software and maximise flexible working opportunities for staff. This section brings together a suite of programme resources, information and guidance which can help NHS organisations maximise their

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substantive workforce
and reduce reliance on
temporary staffing.

~~Reducing agency spend
– NHS Employers~~

Some flexible staffing approaches, such as the use of agency staff, can be expensive and trusts are looking at options to reduce their temporary staffing costs (NHS Improvement, 2016b).

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Furthermore, there are some safety concerns related to the use of temporary staff, which can disrupt continuity of care and team communication (Aiken et al, 2007).

~~Effects of flexible staffing on patient outcomes and ...~~

We ' ve created a diagnostic tool to help

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NHS providers move to best practice and reduce the use of agency staff.

The tool, which has been developed with pilot sites, will allow you to diagnose...

~~Rules for all agency staff working in the NHS~~
~~GOV.UK~~

use of agency workers in the public sector . report to ome . johnny runge,

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nathan hudson-sharp
and heather rolfe date:
february 2017

~~USE OF AGENCY
WORKERS IN THE
PUBLIC SECTOR~~

Bradford District Care
NHS Trust: working in
partnership to
dramatically reduce
agency spend - Bradford
reduced its agency staff
spending by 25 per cent

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over six months by
joining forces with NHS
Professionals (NHSP).

This has been supported
by a 13 per cent
increase in bank (NHSP)
versus agency fill rate to
date.

~~Reducing agency spend
case studies and
resources - NHS ...~~

The NHS has already
managed to cut its

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spending on agency
workers by £ 1.2bn, or
a third, since we
introduced a cap on the
cost in 2015. Also,
improvements to staff
rostering and new
options of flexible
working hours for NHS
staff have meant fewer
staff feel the need to join
agencies in the first
place.

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~~NHS England » NHS
could free up £ 480m
by limiting use of ...~~

We introduced the agency rules in April 2016 to support trusts to reduce their agency expenditure and move towards a more sustainable level of temporary staffing. Since then, trusts have successfully reduced agency spend by over

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£1 billion. It has fallen from 8.2% of total the pay bill at its peak to just 4.4%. 3.

~~Reducing reliance on agency staff:
consultation response~~
- Management uses metrics to reduce agency use, eg agency/permanent ratios, sickness, bank fill rates, agency/bank

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usage %, lead time for bookings, % of direct booking. Use of temporary staff is captured/ reported at ward/ department level on a weekly basis (this should include cost information) Desired Outcomes:

~~gov.uk~~

The nursing shortage crisis in care homes has

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led to the use of agency staff in care homes rising by over 55 per cent in just two years, according to a recent report.

~~Use of care home agency staff rises by over 50 per cent ...~~

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GOV.UK/monitor. 2.

- The cost of temporary staffing, particularly nurses and doctors, presents a challenge for most trusts. This diagnostic tool focuses primarily on agency nurses, but the principles apply to any ...

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video I walk you through

how to set up Health

trusts failing to cut down

on agency staff costs

Health trusts failing to

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staff costs by 5 News 4

years ago 2 minutes, 27

seconds 305 views After

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vacancy rates for
A \u0026E doctors and
nurses in

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