

ICS Managed Workforce

2020

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Our Services

We have 3 distinct offers – each tailored to your needs

Bank Statement - a light-touch consultancy piece which compares current performance against best practice

Enhance and Empower – an insourced model where our workforce experts work within the Trust’s own in-house team to drive performance

Outsource Transition – full design and build of an outsourced model engaging end-to-end responsibility for recruitment, engagement and rostering of the workforce, including fill rates

“With an improved CQC rating, reducing financial deficit and stronger morale of its people, Barts Health acknowledges the role of Bank Partners in its progress”

Michael Pantlin, Director of Workforce Development, Barts Health NHS Trust

Service	Bank Statement	Enhance and Empower	Outsource transition
Worker recruitment & induction	Review only	Training only	Yes
Worker employment	Review only	No	Contract dependent
Worker comms	Review only	No	Yes
Worker Management/Clinical governance	Review only	Training only	Yes
Payroll Management	Review only	No	Contract dependent
Agency Worker Supply - admin	Review only	No	Yes
Agency Worker Supply - rate cards/costs	Review only	No	No
Rostering and systems	Review only	No	No
Booking management	Review only	Training only	Yes
MI, Insight and analytics	Review only	No	Yes
Worker core skills training	Review only	Yes	Yes
Liaison with ward/department managers	Review only	Yes	Yes
Agency fill rates	Review only	No	Yes
Bank fill rates	Review only	No	Yes

Case studies

Portsmouth Hospitals NHS Trust Staff Bank

- The Bank pool has grown by 1126 staff
- Increase in shifts filled by Bank AHP & HSS staff by 15% since implementation
- Increased the bank filled hours by 18% within Nursing & Midwifery
- Hours filled by Bank Doctors has increased by 63% since implementation
- Savings to the Trust of over £50,000 per month through our increase in Doctors bank fill
- We have saved the Clinical Services Division £11,500 per month through our increase in AHP

Hard to fill roles only across our client base

Hard-to-fill areas generally with high agency use include theatres, neonatal, ITU, RMNs, Radiographers and Sonographers etc. Whilst recruiting into the H2F areas, we will also take into consideration key “pinch points” throughout the year that drive demand in order to help control over all fill rate and recruitment planning.

Nursing & Midwifery example:

- University College London Hospitals NHSFT (UCLH); 48% at point of transfer (2008), 73% (Oct 2019)
- Bart’s Health NHST (Bart’s); 46% at point of transfer (2014), 72% (Oct 2019)
- Great Ormond Street Hospital: 47% at point of transfer (2007), 96% (Oct 2019), with 1% agency usage;
- Moorfields Eye Hospital NHSFT (Moorfields); 44% at point of transfer (2012), 93% (Oct 2019)
- Kingston Hospital NHSFT (Kingston); 58% at commencement (October 2017), 71% (Oct 2019)

Testimonials

Mark Cubbon – CEO Portsmouth Hospitals

“You have transformed our Staff Bank, not just through the increased bank fill and increased over all fill but also through the non-tangible things like service delivery, I receive excellent feedback about you all the time”.

Ben Morrin - Director of Workforce, UCLH

“The contribution of supplying temporary staff can appear distant from patient care to some, but I have seen the tangible impact of Bank Partners work here. Your team have made a fundamentally important contribution to provide capable staff and help UCLH assure safe staffing across our hospitals. Alongside that performance, the mutual commitment our respective leads have shown to sustaining a strong working partnership in a demanding supply market, whilst dealing with challenging day-to-day issues, has impressed and assured me. Thank you.”

Flo Panel-Coates, Chief Nurse - University College London Hospitals NHS Foundation Trust

“What separates Bank Partners from others...in some ways it is very simple.....they deliver and they care. I have had the opportunity to work with a number of providers over my many years as Chief Nurse and Bank Partners are one of the best. They have helped us to significantly reduce our reliance on agency nursing staff and stabilise our temporary staff usage. Their team get involved and want to know how our services work and how they can best support us deliver excellent care. In summary, we feel like we are in it together!”

Michael Pantlin, Director of Workforce Development, Barts Health NHS Trust

“Since our partnership commenced in 2014, Bank Partners have helped us transform how temporary staffing needs are met in both quality and financially sustainable contexts. They are able to combine good sector knowledge, with excellent technology, insightful reporting and an exemplary approach to service for the benefit of candidates and services. With an improved CQC rating, reducing financial deficit and stronger morale of its people, Barts Health acknowledges the role of Bank Partners in its progress”.

espirita 

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