Collaborative Staff Banks

How to do it in just 2 months
“In addition to their extensive experience of knowing what was needed for doctors and clients alike, it was so refreshing to deal with a company who were responsive to the needs of the customer and always went above and beyond - without charging you for the privilege!”

Nikki Hill
Assistant Director of Workforce, Kingston Hospital NHS FT and former Associate Director of HR, Royal Surrey County Hospital NHS FT

£4.9 MILLION SAVED
in temporary medical spend in the first two years of using Locum’s Nest at Royal Surrey County Hospital NHS Foundation Trust

2200% INCREASE IN STAFF BANK SIZE
at Ashford and St Peter’s Hospitals NHS Trust in the first 12 months with Locum’s Nest.
- Initial number of doctors on staff bank: 30
- Number of doctors on staff bank one year on: 700
- Total number of doctors in collaborative bank who can work at ASPH: 2500

OVER 98% BANK FILL RATES
To date we have had 100% attendance rates for doctors who book shifts through the app. Trust-wide fill rates have increased from 12% to 93% using Locum’s Nest, with some departments consistently achieving fill rates of over 98%.

01_ Introducing the Staff Bank of the future
Locum’s Nest is the staff bank management web and mobile app that connects healthcare professionals to temporary work in NHS organisations. Cutting out the inefficient, ineffective and expensive agency middleman has proven to reduce its partners’ agency spend by millions each year.

The Nest, the clever technology powering the Locum’s Nest app, revolutionises staff banks with fill-rates exceeding 90% Trust-wide resulting in proven agency spend reduction surpassing £2.5m each year. The platform adds zero overheads into the NHS organisation’s HR and Payroll departments with a rollout that only takes a few weeks that comes at zero cost.

02_ Case Study: The first digital collaborative bank for medics
The pioneering collaboration between Ashford and St Peter’s Hospitals and Royal Surrey County Hospital NHS Foundation Trusts launched in May 2017 and brought forth a new model of medical staffing in the NHS. Hospital managers and doctors at the two Trusts were liberated of the incessant and repetitive paper barriers that often prevent them from filling vacant shifts in those hospitals.

The two Trusts used Locum’s Nest as their technology provider, who carefully designed a digital service that made sure no overheads were added to each Trust’s payroll and HR departments. Watertight clinical compliance checks were implemented to ensure that fully qualified doctors could cross-cover at the two sites. The flow of doctors from one hospital to the other was equal, allowing hundreds of shifts to be filled each month using the collaborative bank.

Whilst the success and benefits of the collaborative continued, the Locum’s Nest platform gathered interest from other Trusts and successful partnerships were sealed with Salisbury Hospital, Dorset County Hospital and Hampshire Hospitals, forming the now well-known South England Collaborative. The scale of this mega-collaborative spans three STPs and allows thousands of doctors to cross-cover their rotas for the benefit of patient care.

03_ Collaborative Bank Quick Set-Up Guide

Step 1: Decide whether you’d like to set up a digital collaborative bank. A truly digital collaborative bank, if done well, can be 100% free to set up and run

Step 2: Following from step 1, choose the technology that adds zero overheads to your payroll and HR departments

Step 3: Start implementing your chosen technology in your own organisation, steadily working through the required change in culture

Step 4: Once up and running, identify your preferred NHS organisations to form a collaborative with

Step 5: Establish the mutual desire to work together. Use your technology provider as a mediator to guide you through the required technical processes

Step 6: Following on from a successful step 5, switching on the collaborative ‘handshake’ badge is instant, plugging into payroll, compliance and clinical governance with minimal effort

“Brilliant - couldn't be a better idea to work quick locum shifts with all paperwork easy to complete and track online”

Doctor review from Apple’s iTunes