

THE DUDLEY GROUP NHS FOUNDATION TRUST – NATIONAL BANK CASE STUDY

Partnering with NHS Professionals National Bank supports Agency reduction at The Dudley Group

- ✓ Forecast cost savings on average £10.00 per hour through NHS Professionals National Bank
- ✓ Flexible worker pool reduces costs and maintains safe staffing levels

The Situation

The Dudley Group NHS Foundation Trust is the main provider of hospital and adult community services in the West Midlands area with three main hospital sites and over 40 community centres across the borough.

NHS Professionals formed an agency migration partnership in January 2023 with The Dudley Group to help it reduce agency spend to 3.7% in line with NHSE's latest guidance.

Using our pioneering NHS Professionals National Bank™ service, we launched a bespoke flexible worker pool project to help Dudley achieve this national target.



The Solution

NHS Professionals National Bank is a flexible worker pool Bank solution and agency-alternative that bridges the gap between a Trusts' own staff bank provision and the use of external agencies. Integrating with existing rostering technology, it gives Trusts the opportunity to access a pool of flexible and fully compliant healthcare professionals after using its own Bank, and before using external agency.

Our first steps were to work closely with the Dudley Group's temporary staffing and clinical teams to identify the central areas of focus and agree a strategic plan, with the objective to increase the flexible worker pool in stages over time.

To build a new pool of National Bank staff for Dudley, we designed and delivered a proactive recruitment plan. This included local advertising, a social media campaign and targeted networking that encouraged candidates to join a passionate workforce and highlighted The Dudley Group as a great place to work.

We also ensured The Dudley Group had a dedicated delivery team, providing consistent on-site support throughout the project.

Collaborative working with the Dudley Group's clinical teams has been crucial to the project so far. The introduction of weekly ward walks on-site, on both day and night shifts has allowed us to engage with any interested workforce in person and support them joining National Bank.

“ We partnered with NHS Professionals National Bank to support the Trust reducing their reliance on external agencies. The team have been visible on site, reassuring our clinical teams and transitioning both Nursing and AHP staff which has been smooth and seamless. We are excited to see the impact this cost-effective, quality service will deliver for continued patient care. ”

Hannah White,
Head of People – Workforce, Wellbeing
and Employee Relations at The
Dudley Group NHS Foundation Trust

The Outcome

Our National Bank partnership with The Dudley Group has already generated savings of up to £10.00 per hour for Registered Nurses working through National Bank, compared to agency supply driven by significantly lower charge rates, whilst not compromising nursing pay.

This partnership has also opened up new career opportunities, with NHS Professionals now supporting with Allied Health Professional Bank staff. As of March 2023, phase 1 of our AHP flexible worker pool has been completed. The first group of AHPs are now working at the Trust, providing even further savings. The Trust has also provided positive feedback on the smoothness of the migration project.

We continue to work closely with the Trust and supporting them in achieving their agency reduction goals and remain committed to providing cost effective temporary workforce solutions, putting people in places to care.

