

Agency Usage Update

**Paul Calaminus Chief Operating Officer/
Deputy CEO**

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Summary

- In 2018-19 financial year, agency spend of £19m accounted for 6.6% of the paybill. In 2017-18, it was 6.6%.
- Spend over the NHSI agency target has increased from 7% to 35% because the target has reduced.
- Driven (this year) by
 - Community Health Services for adults and children (39% of trust total). Of which £3.3m is district nursing.
 - Bedfordshire and Luton MH services (38% of trust total). Of which £2.8m is medical cover (7 posts).
 - £1.4m spend on non clinical staff.

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Reasons for agency staff usage

- Covering vacancies for reasons of safety and service delivery
- Recruitment issues – linked to national as well as local workforce issues.
- Service changes
- New services
- Staff turnover

- People choose to work on agency, rather than be permanently employed.

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Actions to address

- Links to universities
- Development of new roles for hard to recruit areas, such as Advanced Practitioners.
- Conversion from agency to permanent
- Development of bank
- Bespoke recruitment campaigns
- Promotion of trust as a place to work
- Completion of service redesign
- Elimination of non clinical agency spend
- Staff retention.

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Questions

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