

Getting underneath agency spend

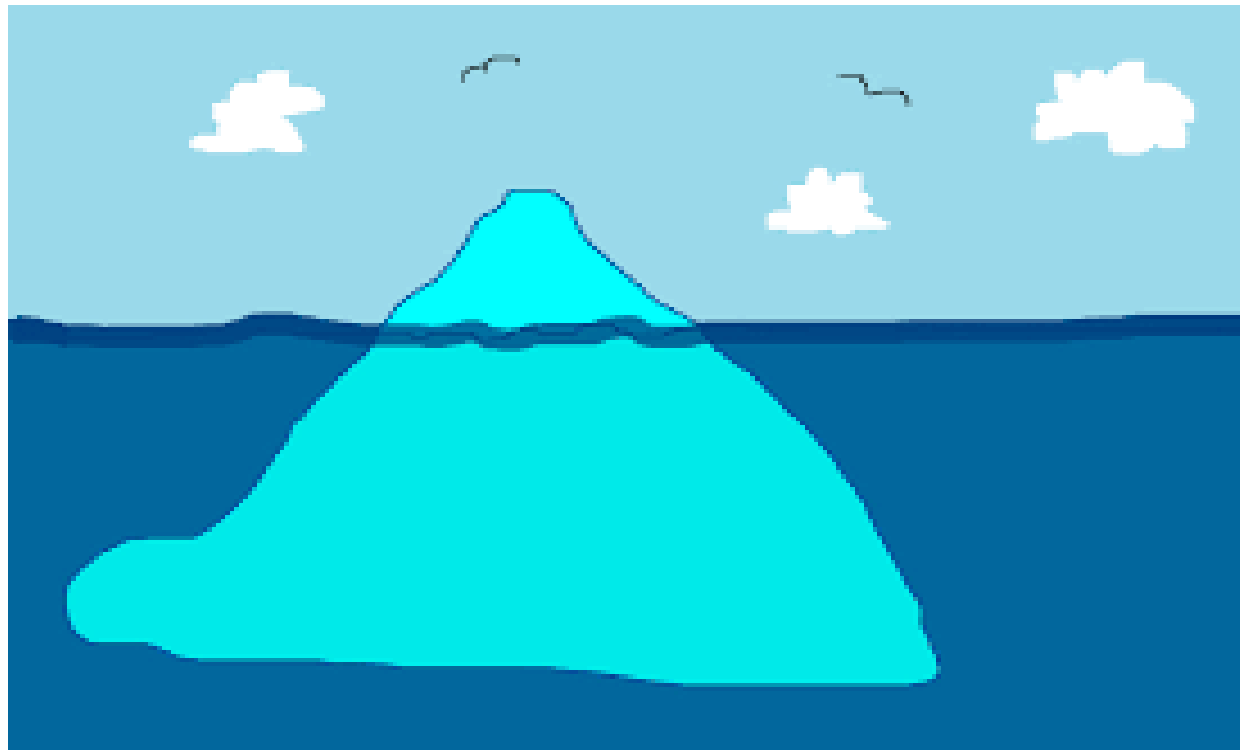
Ruth Warden,
Assistant Director, Development and
Employment

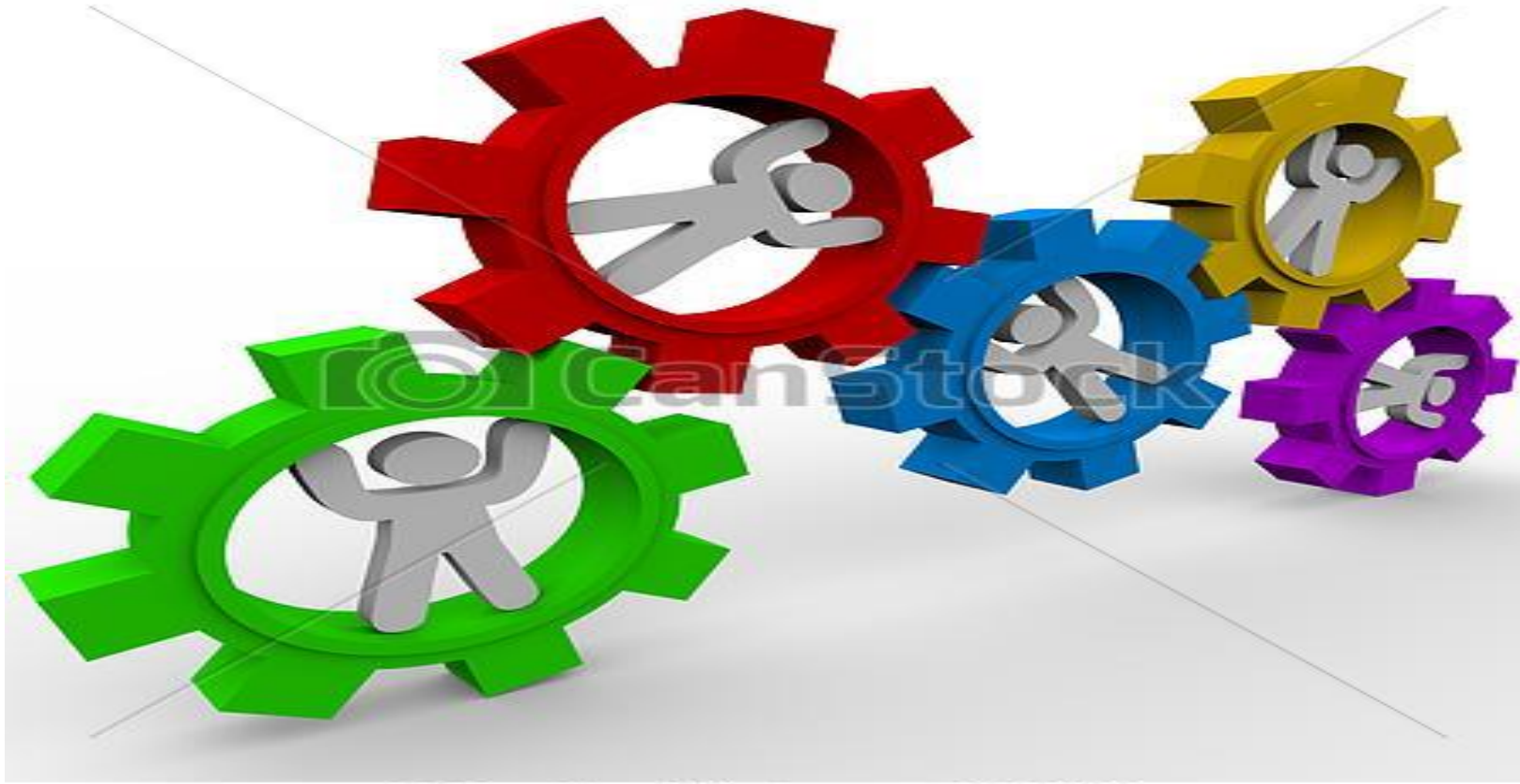


What do we know?



- **Two thirds of trusts have reduced their agency spend since the introduction of agency rules in October 2015**
- **For the three years prior to the introduction of the agency controls expenditure has been growing at a rate of 25% per annum**
- **New rules have just been announced by NHS Improvement**
- **There is still more work to do!**





Staff Experience



Demographics



Culture?



Five areas to explore



- **What our staff want**
- **Tensions that exist in providing this**
- **The concept of time**
- **Our operational models**
- **And the view of the team**

Why do staff work for agencies?



- Choice
- Pay
- Career progression
- Work life balance

What do staff want?



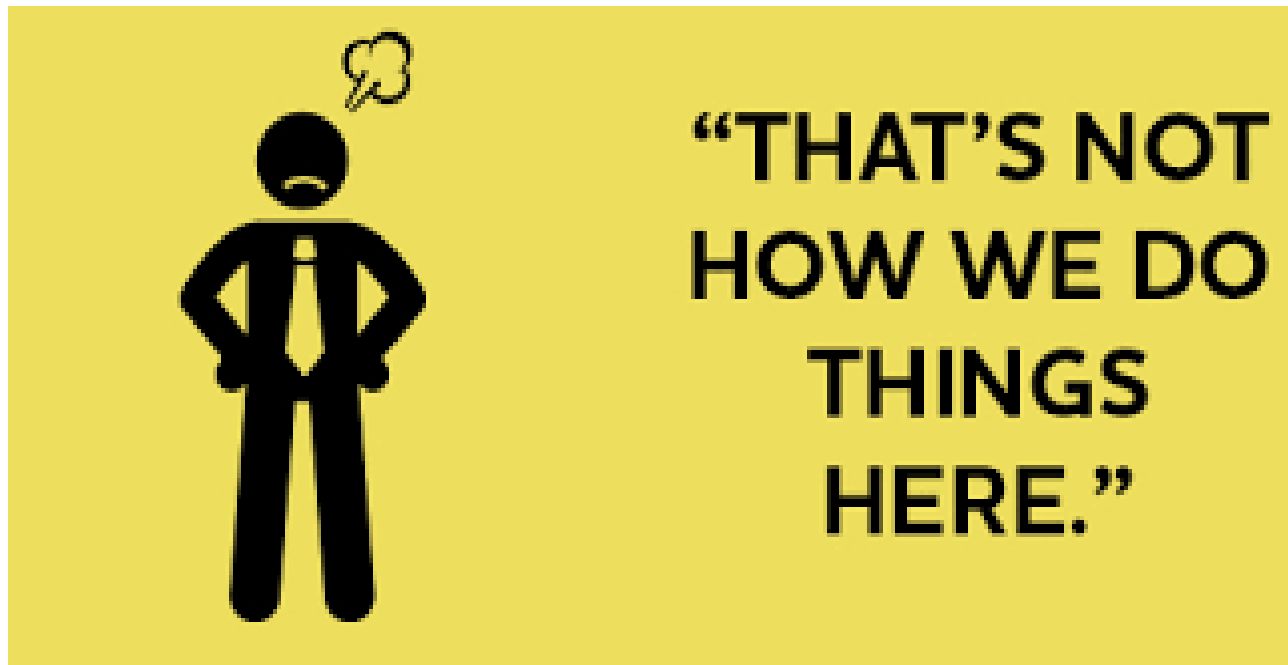


- Want v Need
- Control v Choice
- Flexibility v Rigidity/Predictability
- Individual v Service

Time




Operational models



The view of the “team”



To conclude?

- Understand what your staff want**
 - Collaborate**
 - Use Technology**
 - Think differently**
 - Support your line managers**
- 
- A decorative graphic consisting of two overlapping purple circles of different sizes, positioned in the bottom right corner of the slide.

Thank you for listening and further information



- www.nhsemployers.org
- NHS workforce bulletin
- NHS line managers bulletin
- @NHSEmployers
- @NHSE_Ruth
- ruth.warden@nhsemployers.org