

Safe Staffing

A Practical Guide to Managing and Reducing

Bank & Agency Staffing in Nursing

Delivering a tailored flexible workforce strategy

Tuesday 19 January 2016 Hallam Conference Centre, London

10% card payments
discount*

15% Group booking
discount**



Speakers Include:

Howard Catton

*Head of Policy & International
Royal College of Nursing*

Helen Young

*Director of Nursing and Midwifery
Birmingham Women's NHS Foundation Trust*

Supporting Organisation



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"Trusts are working hard to reduce the amount of agency staff they use, and this is something we're actively supporting...We've worked hard with the NHS to develop this set of rules which will support boards and in particular chief nurses to reinvest the money currently spent on agency staff into providing the best care for patients. Today's guidance is another step in delivering a safe and secure NHS that will meet the needs of patients long into the future." Ruth May, Nursing Director of Monitor, 1st September 2015

The use of bank and agency staffing in nursing is a critical and costly issue for the NHS. NHS Employers recently stated that "A planned, flexible mix of substantive and temporary staff can deliver cost savings and a high-quality patient experience". This conference focuses on managing and reducing bank and agency staffing in nursing through delivering a tailored and flexible workforce strategy. This issue will only become more important with the drive to 7 day working in the NHS therefore it is critical that organisations understand where bank and agency staff fit within nursing staffing, skill mix and workforce development overall.

"There can be no compromise on the issue of safe staffing" Jeremy Hunt, Minister of State for Health, 16 July 2015

"Use of agency staff has risen from £1.8 billion to £3.3 billion in 3 years to help correct historic understaffing on wards. The government wants to see hospitals employing more permanent staff - there is clinical evidence this improves patient care." Department of Health 2 June 2015

"Expensive staffing agencies are quite simply ripping off the NHS. It's outrageous that taxpayers are being taken for a ride by companies charging up to £3,500 a shift for a doctor. The NHS is bigger than all of these companies, so we'll use that bargaining power to drive down rates and beat them at their own game." The Rt Hon Jeremy Hunt MP, Health Secretary, 2 June 2015

The conference will include national updates, practical case studies and extended interactive sessions focusing on the tools, strategies and systems that can help you to deliver an effective nursing workforce strategy that makes the most of substantive staff through flexible working. The conference will also look at ensuring patient safety when bank and agency staff are used and how organisations can support these staff to ensure high quality patient care.

"Employers use agency staff in a range of situations as a way to quickly fill difficult gaps and to ensure that services continue to be delivered. However, the use of agency staff can be a significant cost to employers. A strategic approach is needed in order to develop a more flexible and responsive workforce

10.00 Chairman's welcome: Effective Nurse Staffing and Skill mix

Susan Osborne CBE

Chair, The Safe Staffing Alliance

10.40 KEYNOTE ADDRESS FROM THE ROYAL COLLEGE OF NURSING Bank and Agency Staff and Patient Safety: The Evidence

Howard Catton

*Head of Policy & International
Royal College of Nursing*

- bank and agency staff and patient safety: the evidence
- improving staffing numbers overall and ensuring the right mix is in place
- will we always need bank and agency staff?
- nurse staffing levels and patient safety: should there be guaranteed staffing levels?

10.10 Implementing the new rules on bank and agency staffing

Speaker to be announced

- developing an assurance process to make sure local frameworks are providing high quality staff at the right price
- the introduction of ceilings to ensure boards can have a focused programme on reducing over-reliance on agency staff where it exists and future measures to limit the inflated costs associated with some agency arrangements
- reporting on staffing and skill mix at ward and organisational level
- how we will support organisations to reduce reliance on bank and agency staff

11.10 Questions & answers, followed by coffee & exhibitions 11.20

11.50 Ensuring bank and agency staff receive the right training, education and support to ensure patient safety

Helen Young

*Director of Nursing and Midwifery
Birmingham Women's NHS Foundation Trust*

- supporting bank and agency staff: effective induction and training
- ensuring patient safety and managing risk
- our experience and how we are managing bank and agency staffing in Birmingham

12.20 Reducing agency spend and managing the staffing budget

Paul Healy

*Senior Policy Advisor
NHS Confederation*

- budgets and staffing
- how workforce planning can support budget management
- how can we reduce agency spend from a finance perspective?
- taking time to review how your ward is running from a business and financial perspective
- tips and advice for clinical staff managing budgets

12.50 Questions & answers, followed by lunch & exhibitions 13.00

14.00 EXTENDED SESSION: Optimising your workforce to reduce reliance on temporary staff

Maria Nicholson MSc RN

*Head of Workforce Consultancy
NHS Professionals*

This in depth session will look at optimising your workforce to reduce reliance on bank and agency staffing including an overview of systems and techniques that can support you. Five high impact actions for reducing temporary staff will also be discussed.

14.45 EXTENDED SESSION: Developing and using workforce planning tools including a staff skills passport

Speaker to be announced

- tools that can support you to manage staffing effectively
- developing skills passports and competency frameworks
- monitoring and maintaining the skills and competencies of current staff appropriate to the service and ensuring patients are met by the right person with the right skills at the right time
- real time rostering and further workforce planning tools that can help

15.30 Questions & answers, followed by coffee & exhibitions 15.40

16.00 Moving to a 7 day workforce: implications for staffing

Raj Bhamber

*Former Chair - 7 Day Services Forum
NHS England
& Director PricewaterhouseCoopers LLP*

- workforce implications arising from 7 day services
- winning hearts and minds
- reducing the need for additional staff whilst meeting the challenge of 7 day services

16.30 How to make the most of substantive staff through flexible working

Paul Fish

*Director of Nursing Quality & Patient Experience
Royal National Orthopaedic Hospital NHS Trust*

- developing a flexible substantive nursing workforce
- planned v actual staffing levels
- examples of flexible working in practice
- setting up a staff bank pool using existing staff
- the impact on agency spend

17.00 Questions & answers, followed by close 17.10

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Conference Registration

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Surname

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Department

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Please specify any special dietary or access requirements

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Conference Documentation

☐ I cannot attend the conference but would like to receive a PDF containing the conference handbook material, which includes speaker slides, at £49 each.

The PDF will be emailed out after the conference, please fill in the 'Your Details' section above, ensuring your email address is clear and the 'Payment' section..

For more information contact Healthcare Conferences UK on **01932 429933** or email **jayne@hc-uk.org.uk**

Venue

Hallam Conference Centre, 44 Hallam Street London, W1W 6JJ. A map of the venue will be sent with confirmation of your booking.

Date Tuesday 19 January 2016

Conference Fee

- ☐ £365 + VAT (£438.00) for NHS, Social care, private healthcare organisations and universities.
☐ £300 + VAT (£360.00) for voluntary sector / charities.
☐ £495 + VAT (£594.00) for commercial organisations.
☐ £300 + VAT (£360.00) for IHM members.

The fee includes lunch, refreshments and a copy of the conference handbook. VAT at 20%.

The information provided will be held on the Healthcare Conference UK's database and may be used to update you with details of other events that we organise. If you DO NOT wish to receive this information, please tick this box ☐

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**Group Rates

A discount of 15% is available to all but the first delegate from the same organisation, booked at the same time, for the same conference.

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Confirmation of Booking

All bookings will be confirmed by email, unless stated otherwise. Please contact us if you have not received confirmation 7-10 days after submitting your booking.

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If you are interested in exhibiting at this event, please contact Carolyn Goodbody on 01932 429933, or email carolyn@hc-uk.org.uk

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