

How we support workforce productivity and efficiency

We help healthcare organisations optimise workforce efficiency across areas like productivity, agency and bank reduction, recruitment hubs, and retention strategies.

Our approach:

Our end-to-end approach can be fully tailored to meet your specific needs:

- **Diagnose:** Conduct a comprehensive review of current workforce utilisation, resourcing, and processes using data analytics and structured interviews to establish a baseline.
- **Demand:** Model workforce demand and identify gaps between current and required resourcing, assessing if existing systems meet stakeholder needs efficiently.
- **Develop:** Build a business case with options for efficiency improvements, estimating potential gains and aligning with national standards.
- **Deploy:** Manage and implement the agreed plan, covering policy development, approvals, process redesign, and stakeholder engagement to ensure sustainable change.

How we can help you

Enhance workforce productivity



We provide expert support in boosting workforce productivity through practical advice and tailored guidance.

This includes solutions for reducing bank and agency use, establishing collaborative and student banks, and implementing job planning reviews.



Recruitment and retention Strategies

From recruitment hubs and international recruitment to retention initiatives, we help build and sustain a robust, effective workforce. Our strategies are designed to improve staff retention and ensure resources are used efficiently for lasting impact.



Case study: Reducing agency staffing costs

We worked with an ICB to address high agency spending by providing detailed

workforce and financial analysis, including the development of dashboards, strategic oversight, and strong governance frameworks. Our team conducted a thorough state of readiness assessment across Trusts, examining essential factors like governance, financial performance, culture, and leadership.

Through our assessment tool, Trusts could adopt a consistent methodology to evaluate their workforce needs and financial impact, fostering a clearer understanding of gaps and areas for improvement. This structured approach helped pinpoint inefficiencies, standardise best practices, and promote accountability. As a result, the ICB saw significant reductions in agency costs and improved compliance with national agency KPIs, positioning their workforce more sustainably and cost-effectively.



Case study: International recruitment hub for sustainable staffing

We led the development of a business case to secure three years of investment in an International Recruitment Hub to tackle staffing shortages across the ICS. Collaborating closely with ICS nursing and HR leads and the NHS Trust as the lead employer, we developed a comprehensive plan that included a benefits analysis and risk assessment.

As a result, the ICS Investment Committee approved the investment, enabling the IR Workforce Bureau to aim for 630 international recruits in 2023/24, with scope for further expansion based on demand. This initiative is projected to substantially reduce the 1,835 nursing and midwife vacancies and 101 allied health professional vacancies across ICS providers, fostering a more sustainable workforce for the future.

Why choose NHS ML



NHS expertise:

We are by the NHS, for the NHS, with extensive hands-on experience across trusts and systems.



Collaborative and flexible:

We partner closely, adapting to meet your needs with a versatile, multi-disciplinary team.



Efficient and impact-focused:

Committed to improving efficiency, supporting impact assessments, and creating business cases.



Clear governance and accountability:

Transparent processes ensure strong governance and alignment with programme goals..



Equality, diversity, Inclusion and staff excellence:

Dedicated to equality, diversity, and inclusion, with high NHS staff satisfaction scores year on year.

For more information on our products and services contact us today:

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