

Analysis

# Comparing the key features and capabilities of different collaborative staff bank models



**Locum's Nest.**

Your total workforce solution

# Defining the different collaborative bank models

## Open collaborative

Open collaborative models involve multiple NHS Trusts working together to share staff and best practices. They are built on the foundations of transparency ensuring Trusts work together instead of compete with one another.

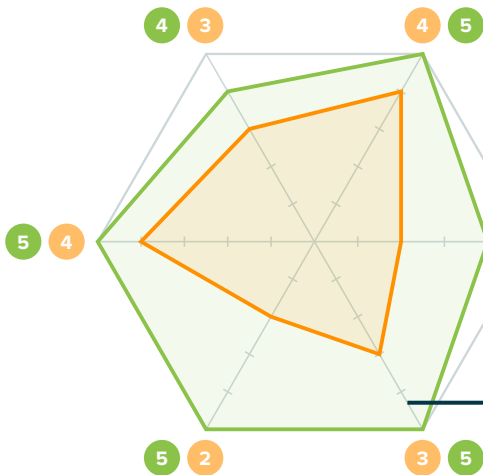
## Agency-led collaborative

Agency-led collaborative models rely on an external party, typically a locum agency, to manage and control the flow of workers between organisations. The locum agency also manages all agency bookings across a region, harmonizing agency rates with a lesser focus on bank rate management.

## Lead Employer collaborative

Lead Employer collaborative models rely on one NHS Trust to take on the role of lead employer, performing all HR compliance checks and managing payroll processes. Lead Employer models are typically limited to a subset of workers e.g. only junior doctors.

## How to interpret the hexagon graphs



→ Each corner of the hexagon corresponds to a different attribute.

→ Each colour corresponds to a staff bank model.

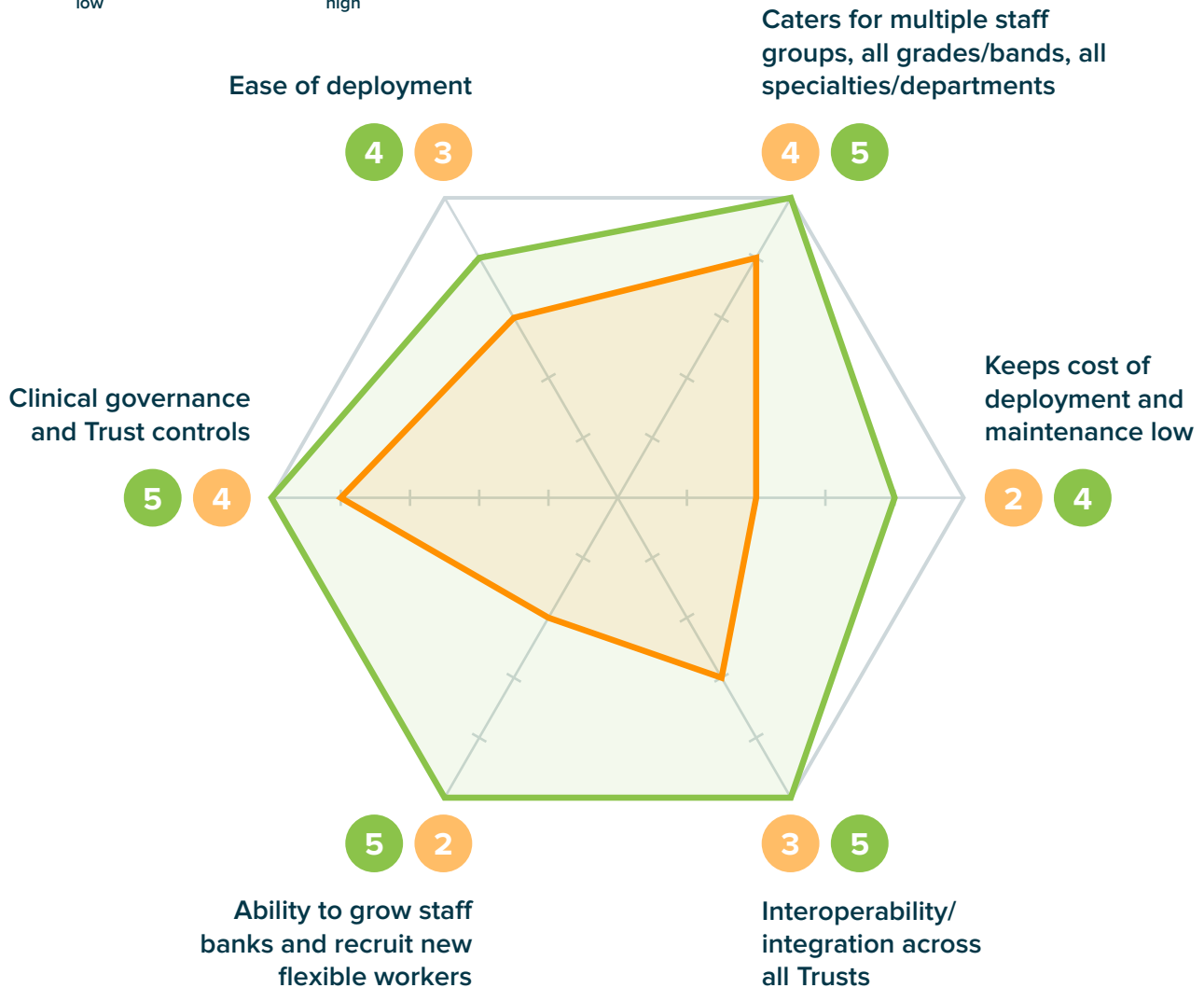
Individual scores (out of a total of 5) for each staff bank model's capabilities for the selected attributes [1 = low, 5 = high].

Axes:  
centre of hexagon = 0  
corner of hexagon = 5

The final score for each model out of a total of 30 points.

# Comparing the attributes of different collaborative bank models

Key: 1 low capability 5 high



28

Open collaborative

VS

Agency-led collaborative

18

Open collaborative models encourage healthcare workers to move across Trusts regardless of who their main employer is.

Agency-led models are limited to a pre-existing workforce, adding pressure on existing staff rather than building and increasing the flexible workforce.

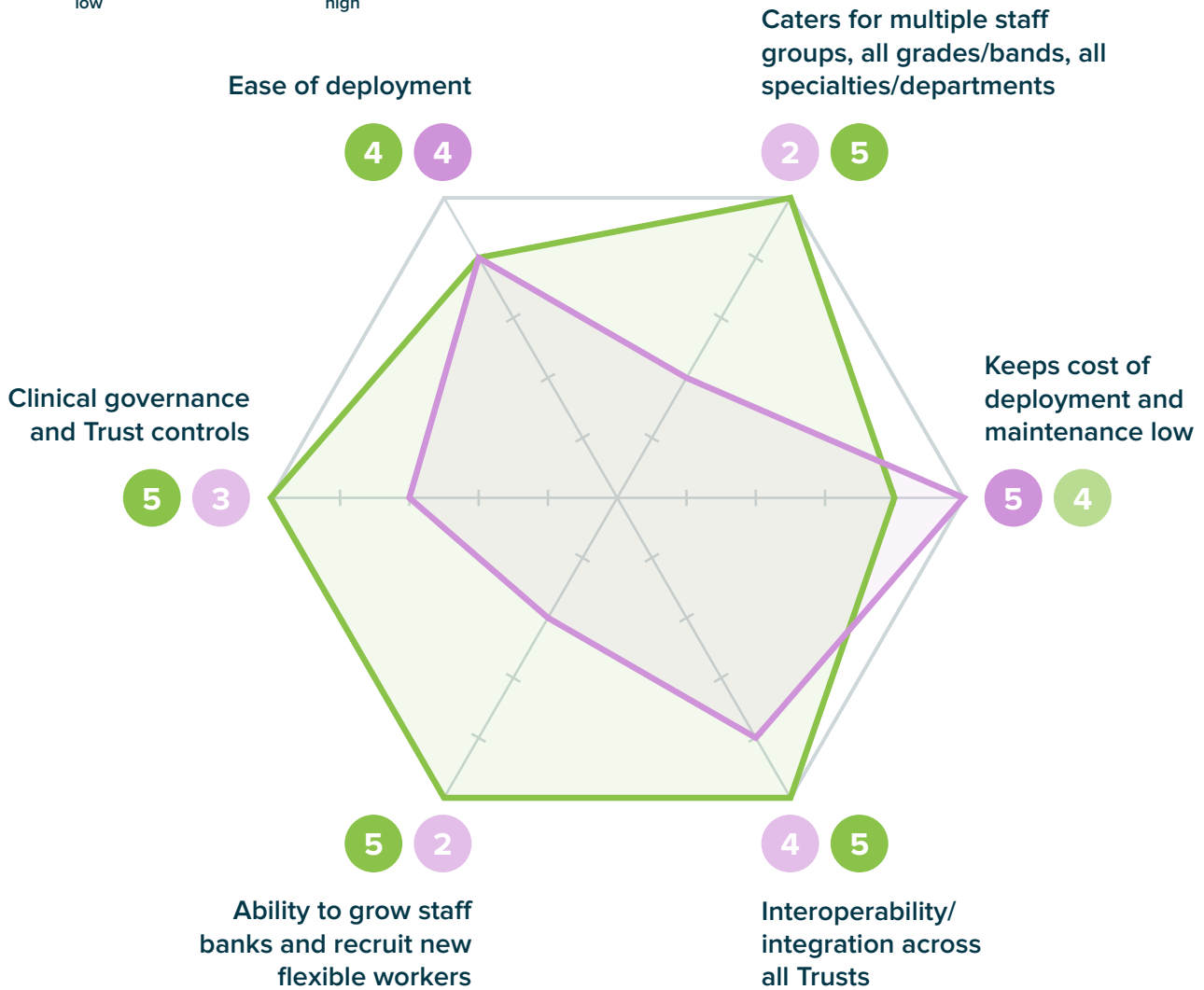
Open collaborative models are software and bank provider agnostic, allowing multiple Trusts to be involved.

Staff banks that are run by locum agencies, are limiting in this sense, forcing Trusts to adopt one unique provider.

Open collaborative models are the gold-standard in terms of interoperability, as they allow multiple systems to speak to one another and do not mandate one system across all.

# Comparing the attributes of different collaborative bank models

Key: 1 low capability 5 high



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Open collaborative models enable doctors of all grades and specialties as well as other HCPs.

Lead Employer models are typically limited to a subset of workers e.g. only junior doctors.

The deployment cost of a Lead Employer collaborative can seem cheaper, as one Trust takes on the burden.

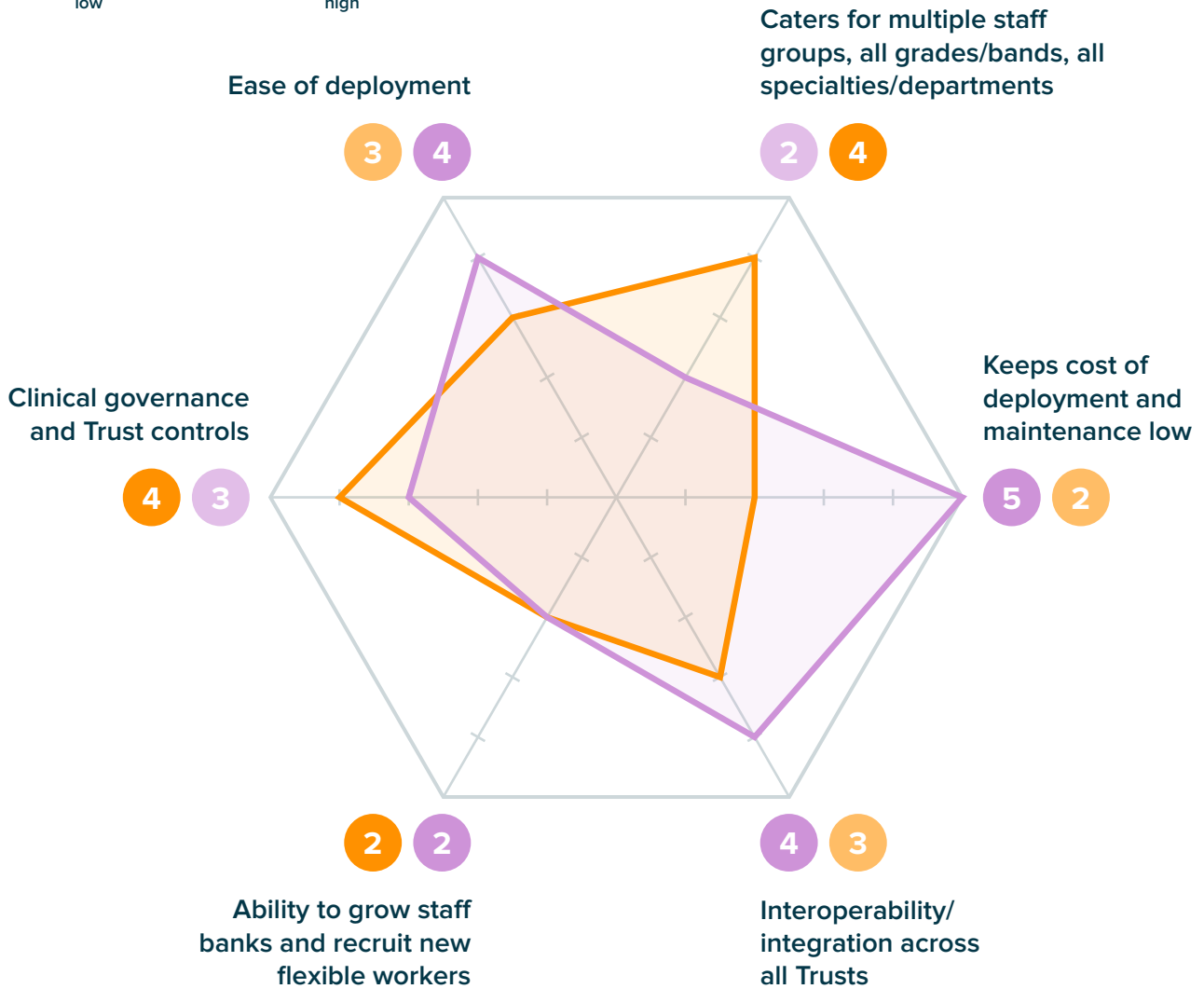
However, limitations in onboarding capabilities at scale and at speed, result in higher agency spend, making this model more expensive in the long-term.

Open collaborative banks enable each participating Trust to build their own stable foundations of contingent workforce.

With the Lead Employer model, it is highly likely that only one Trust will reap the benefits of the collaboration.

# Comparing the attributes of different collaborative bank models

Key: 1 low capability 5 high



20

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Both models rely on singular points of reference to grow a staff bank: one being a locum agency/provider and the other being an NHS organisation.

However, agency-led collaboratives ensure each organisation has its own stable foundation of contingent workers.

Agency-led collaboratives can cater for multiple worker groups. However, there is a risk of creating an imbalanced workforce if the agency running the collaborative is stronger in some areas of the country than in others.

Lead Employer models are marginally easier to launch as there are fewer stakeholders involved.

However, the setting-up process could take longer due to stakeholder disengagement.

## Score Overview



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Open collaborative

28

/30

Lead Employer

20

/30

Agency-led  
collaborative

18

/30

Learn more about collaborative banks [here](#)



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