

# Health and Social Care Reservists/ Collaborative Bank

## Update – September 2024 (Aug Data)

This is the third edition of our new monthly service update. We plan to share key figures and stats, and information on topics we are currently exploring.

### Patchwork Insights

Below is a selection of data available through the insights platform.

Sum of Spend. by Staff Group and Fill  
2024-04-01 to 2024-08-31 (inclusive)



### Spend

This shows indicative spend\* by staff group since 1<sup>st</sup> April 2024.

This EXCLUDES Training costs

\*system calculations excludes any oncosts associated with workers such as organisational contributions to NI, and pension.

Count Of Shifts by Staff Group and Fill  
2024-04-01 to 2024-08-31 (inclusive)

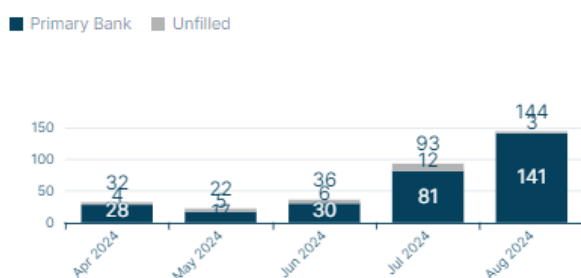


### Activity by staff group

Number of shifts since 1<sup>st</sup> April 2024 by staff group. Most activity is at the band 2 grade.

The 3 unfilled Registered shifts are all for Ashgate Hospice who the team are in contact with to better understand requirements to improve future fill.

Count Of Shifts by Shift Start Date and Fill  
2024-04-01 to 2024-08-31 (inclusive)



### Activity

During the start of the year, due to the team future being uncertain for a number of months, progress had been negatively impacted.

There is now a clear upward trend in usage of the reservists, with more shifts in August than ever before. People are often picking up work at short notice which is helping with agency avoidance. The quality of workers has been commented on by multiple wards when comparing to some agency candidates.

Market scoping continues, exploring options to expand the services we are able to supply to. The signing of the Workforce Sharing Agreement and engagement from services continues to be a challenge.

## Staffing Pipeline as of 1<sup>st</sup> Sept

NB if comparing to last months' data, 3 people have been removed from the process.

Role	Available for work	Completing Training	Completing Recruitment checks
Essential Assistant	69	21	0
Care Support Assistant	32	38	0
Registered Healthcare Professional	4	5	0
Registered Vaccinator*	0	12	0
Level 6 Practice Nurse	1	0	3
Level 7 Practice Nurse	3	0	3
	<b>109</b>	<b>76</b>	<b>6</b>

The team are prioritising chasing training to move people through to patchwork to maximise our available workforce. Nearly 20 have moved across this month. There are 10 support assistants waiting for shadow shifts.

\*Vaccinator role – we have had a request from a group of pharmacies to help support from October so are holding the role for now. Workers who have shown interest are working through their training.

The practice nurse work is a role that started in June. We are yet to have a practice request for the role.

### Progress

Some of the workstreams developed /successes so far:

- **Highest number of shifts** filled in a month since the programme began.
- **Agency workers removed** or 'bumped' from a number of shifts
- **Reservist Practice Nurse role**
  - 3 now fully recruited, a further 6 in recruitment
  - Work to sign up primary care colleagues in progress
- **Website now available** [Reservists information for professionals - Joined Up Careers Derbyshire](#)
- **Workforce Sharing Agreement** 1 new area signed up
- **Avoiding agency usage** supporting last minute fill of shifts at DCHS band 2 grade
- **Recruitment** pathway reviewed and adapted ready for recommencing

### Opportunities being explored

- Healthcare assistant role to support primary care
- Non-clinical agency avoidance support at UHDB and CRH
- GP bank
- Development of a Home Care support role
- Adapt current roles to be future resistant and relevant. E.g. splitting out the Registered Healthcare Professional role into professions
- Ongoing conversations with system partners to explore future areas of support the team can provide.
- Understanding the scope for EMAS and DHU links for telephone support on 111 and 999 lines.
- Private Care home sector

If there are topics you would like to see on future editions, or you would like to provide feedback, please get in touch with us via our email [Dchst.derbyshirereservists@nhs.net](mailto:Dchst.derbyshirereservists@nhs.net)