Flexible Solutions for Temporary Staffing

Flexible end-to-end workforce solutions streamline the bank shift booking process and drastically reduce agency spend for even the most complex requirements

ALLOCATE

# At Allocate, we care about helping people deliver the best healthcare.

We design our solutions to help you effectively gain control and visibility of your temporary staffing, enabling you to meet the changing demand and needs of your organisation, whilst also saving you time and money.

Our fully integrated solution means that you have visibility of all staff, substantive, bank and agency, in a single roster view enabling you to use real-time data and information to make informed decisions on temporary staffing request approvals. Additionally, our interface with ESR streamlines the payment process, improves accuracy and saves admin time on processing payments.

Make flexible working a reality to empower workers and organisations

We provide solutions for the different types of temporary staff; from bank staff and staff on collaborative banks, to directly engaged contract staff as well as those from agencies. Gaining control and visibility of your temporary staffing from planning all the way to until payment enables you to realise efficiencies, drive savings and deliver safer patient care.

Creating flexibility for staff to have visibility and feel in control of their working hours provides many benefits for healthcare organisations, not least:

- happier staff
- better patient care
- reduced absenteeism
- increased productivity
- enhance employee engagement

Through our innovative flexible workforce solutions, you can streamline the bank shift and direct engagement booking processes, improve vendor management, simplify payments and drastically reduce agency spend.

Stages of Temporary Staffing

Central to our solutions is cascade roster management. This ensures gaps are sent in a timely manner to the right temporary staffing group, at the right time. Further integration with our eRostering software offers end-to-end solutions and complete visibility.
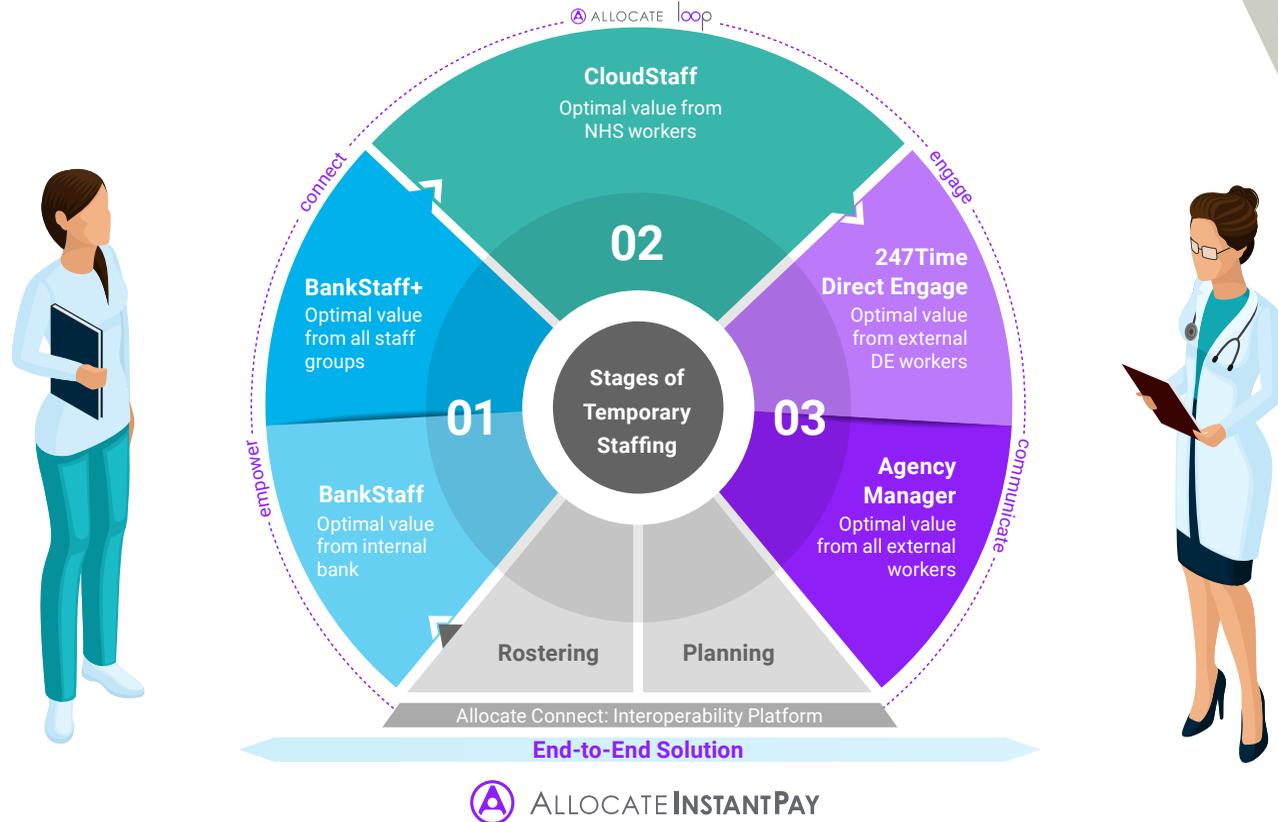
BankStaff

The UK's leading solution used to build and operate internal staff banks for all staff groups. Uniquely integrated with HealthRoster to enable the filling of gaps in rosters and rotas in the safest and cost-effective manner, so saving time and money.

Enables you to manage Bank workers, including professional registration, training/certification, work preferences, annual leave and upload directly from ESR. Workers can self-manage by entering their bank availability, book shifts, view schedules, cancel bookings and enter timesheets via an app or web portal.

- Build resilience into your temporary staffing
- Effectively manage the deployment of temporary staff with consideration of known availability, qualifications and experience
- Reduce the administrative burden of getting the right people in the most cost-effective way
- Limit reliance on agencies
- Improve compliance with nationally mandated reporting and annual leave legislation
- Save costs by automating the process of filling duties with the right staff
- Reduce clinical risk by providing the right staff with the right skills
- Integration into rosters ensures only genuine, budgeted and authorised demand is requested
- Improve worker engagement with a dedicated app for managing booking
- Control agency spend through Direct Engagement integration, negotiated rates and invoicing
- Easily extended with BankStaff+ features, integration into 247Time for Direct Engagement, and to form collaborative bank using CloudStaff
- Integrated with InstantPay to enable workers to draw down pay as they earn

BankStaff+ Ⓐ BANKSTAFF+

Manage your Doctors, AHP, Scientific, Admin and Clerical workforce with BankStaff+ tailored functionality specific to these workflows.

It simply builds on your existing BankStaff application meaning it can be implemented with minimum investment and time. Enables you to further minimise demand and reduce agency spend by integrating seamlessly with medical rosters and collaborative banks.

- Workers can 'express an interest' in a duty as an alternative to 'direct book', allowing multiple doctors to show they are interested in a duty

- Consultants or other service managers can review candidates on their mobile, including their documents and book their chosen worker

- Find suitably trained and experienced candidates using specialty, skills and document uploads such as CVs

- Book workers for long-term placements by creating 'blocks' of duties or by posting them in substantive units

- Flexible pay rate management by setting ad-hoc pay rates (hourly or sessional) for duties and advertise these online to workers. The rates can be sent to ESR as part of the pay file for easy payroll processing

- Workers can access available shifts, express interest, and book shifts via the mobile app

- Uniquely integrated with HealthRoster so you can link into rosters and rotas, it is the only solution that provides a complete view of staff giving you full visibility and control

- Integrated with InstantPay to enable workers to draw down pay as they earn

- Integrated with 247Time DirectEngage to further enable the sourcing and engagement of compliant candidates in the most cost effective way, plus form a collaborative bank with Cloudstaff

CloudStaff Ⓐ CLOUDSTAFF

CloudStaff extends the power of internal staff banks to regional collaborative banks, allowing healthcare providers to build resilience by creating collaborative staff banks for all staff groups. This helps attract more workers to the bank and reduce reliance on external agencies, creating a third line of defence after good rostering and internal bank staff fulfilment.

- Access a bigger pool of NHS bank workers of known availability and quality

- A fully integrated solution that builds upon e-rostering and bank to provide full visibility of worker availability and prevents unsafe bookings

- Easy to adopt: builds upon near-nationwide use of Allocate's e-rostering and bank solutions, meaning it's quick and easy to implement

- Simple for workers: an intuitive mobile app makes it easy for workers to find and book shifts or sessions, submit timesheets and check their schedules

- Makes bank more attractive: grow your bank with a refreshed proposition of increased choice, improved flexibility and more opportunities to gain experience

- Reduces reliance upon the use of higher-cost agencies

- Integreated with InstantPay to enable workers to draw down pay as they earn

InstantPay supports Cloudstaff and collaborative banks by taking the burden of payroll away and making payments for collaborative banks simpler and faster.

247Time DirectEngage · 247TIME

The reality for many organisations is that agency staff remain an important source of skilled people delivering care to patients and service users. Direct Engagement & Agency Manager help organisations ensure they are sourcing, managing, deploying and paying these key staff in the safest, most cost effective and efficient way.

Direct engagement enables you to start saving up to 27% on your temporary staffing costs by enabling the sourcing and direct engagement of compliant candidates to change the way temporary doctors, AHP's and more.

- Monthly usage and savings reviews: To ensure that you are meeting your objectives and help review action plans accordingly
- Bespoke report creation: Giving you the metrics that you need to fit your particular needs and circumstances.
- Support management of agencies: A dedicated resource to help you through guidance and data to create meaningful conversations with agencies
- Building strong relationships and ensuring that agencies are working inside your guidelines and performance requirements

AgencyManager · AGENCYMANAGER

We know agency use is unavoidable but using them in the most effective way reduces your costs. Start making the most efficient use of your agencies with a simple, easy to use solution to manage all of your agency requirements in one place.

- Compliance: set your compliance documents, rules and agreed rates
- Align workflow: build your agency tiers and auto-cascade duties in the most cost effective way
- Reduce errors and improve efficiency: self billed single invoices generated that are sent in one file to payroll
- Real-time reporting: gives you the information you need, when you need it, with actionable intelligent data
- Relationship Management: resolving bad behaviours whilst promoting good behaviours to build effective relationships

With automated self-billing to always make sure you are charged the correct amount and automatic release of unfulfilled duties at set intervals through agency tiers with auto-cascade and bumping, helps to ensure you are getting the most from your agencies.

AllocateLoop · ALLOCATE loop

Allocate Loop* is the app that allows you and your organisation to connect and communicate. This new platform helps to improve engagement, help staff better manage their work life balance and ensure everyone is kept 'in the loop'.

- Easy and quick to communicate between colleagues
- Send push notifications on the important messages
- Automatically added staff to team Groups, based upon your roster
- Looping in Me. All features of the Me App have been built into Loop
- Instant Feedback Reporting tool: share feedback, report concerns and more
- Engage employees with Surveys and Polls
- Send targeted messages to select employees based on filters in HealthRoster 11
- Secure platform: No need to share personal contact details to connect with teammates

*Coming Mid 2021

InstantPay · ALLOCATE INSTANTPAY

InstantPay transforms the financial wellbeing of your employees - they can track and forecast monthly earnings, access their wages as soon as they've completed shifts and benefit from resources to boost their financial health.

- Total financial wellbeing: your staff can track worked shifts and wages earned, save directly from salary and access wages straight after working a shift - all from one app
- Available to everyone: all staff, including pure bank staff, can access their wages via InstantPay 24/7
- Improve engagement: 82% of InstantPay users said that being offered the service made them feel more positive about their employer
- Increase shift fill rate: NHS Trusts with InstantPay see a 200% increase in bank shift uptake from enrolled users
- Fully automated solution: our connection to the HSCN provides a fully secure and automated solution with ESR - saving six hours of weekly admin against a manual solution
- Easy implementation: clients already using HealthRoster can improve staff wellbeing and engagement in one week with InstantPay with a seamless 'go-live' experience in just 4 weeks

Allocate InstantPay is powered by **Wagestream.**
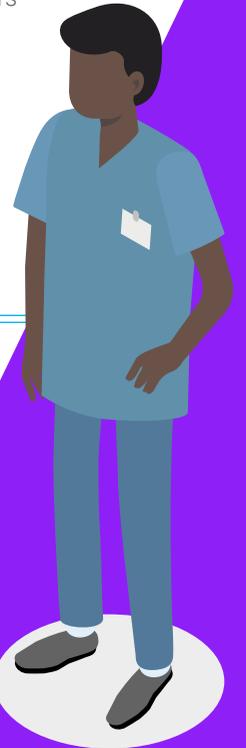
What our customers say

> "By ensuring we had direct engagement with our agency workforce, we managed to realise efficiencies and savings of around £2m, but we also have better visibility and reporting is now excellent. In the first year our agency spend reduced by 27% from £19.8m a year to £14.4m and we are on track to reach £12m spend this year. We now have a meeting with Executive Directors every two weeks to monitor our agency spend and all the latest figures are available to support our decisions."

Rachel Pyrah, Flexible Workforce Services Manager, **Bradford Teaching Hospitals, NHS Foundation Trust Hospitals**

> "The financial savings have been significant. For an investment of £565,000, the trust has saved a total of £13.2 million since the launch of the system in 2014."

John Simon, Head of Temporary Staffing, **Barts Health NHS Trust**

> "54% of NHS staff are satisfied with the opportunities of flexible working across the organisation but until now, pay structuring has not kept up with this"

NHS Staff Survey 2020

Why Allocate?

We care about helping people deliver the best healthcare.

Through innovative workforce technology we will help support organisations' needs today and tomorrow. Engaging their healthcare professionals to ensure they have **the right people, in the right place, at the right time,** deployed fairly and safely, and in the most efficient way.

Our software is used by hundreds of healthcare providers globally; we bring in-depth market knowledge and wide-ranging expertise to help these organisations solve their workforce challenges.

2.5 million	£130m+	Up to £30	435,182	72,849
Shifts processed via Bankstaff/ Bankstaff+ each month	Saved since 2013	Back for each £1 spent	Shifts booked over last 12 months with 247Time	Timesheets processed over last 12 months with 247Time
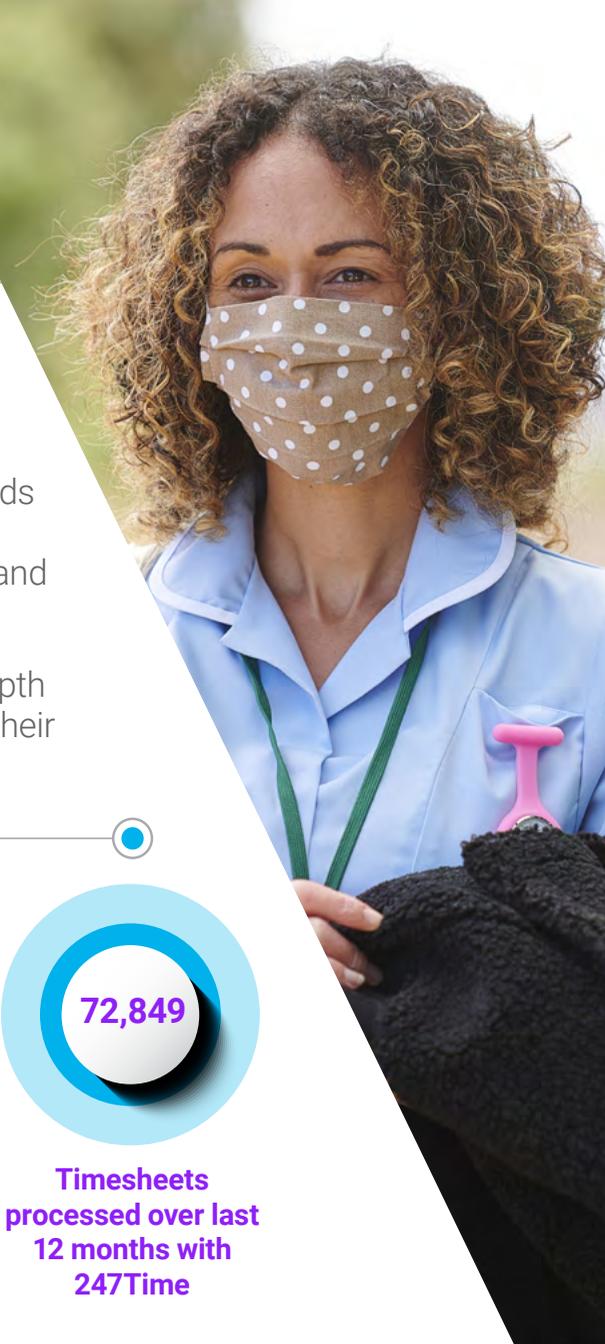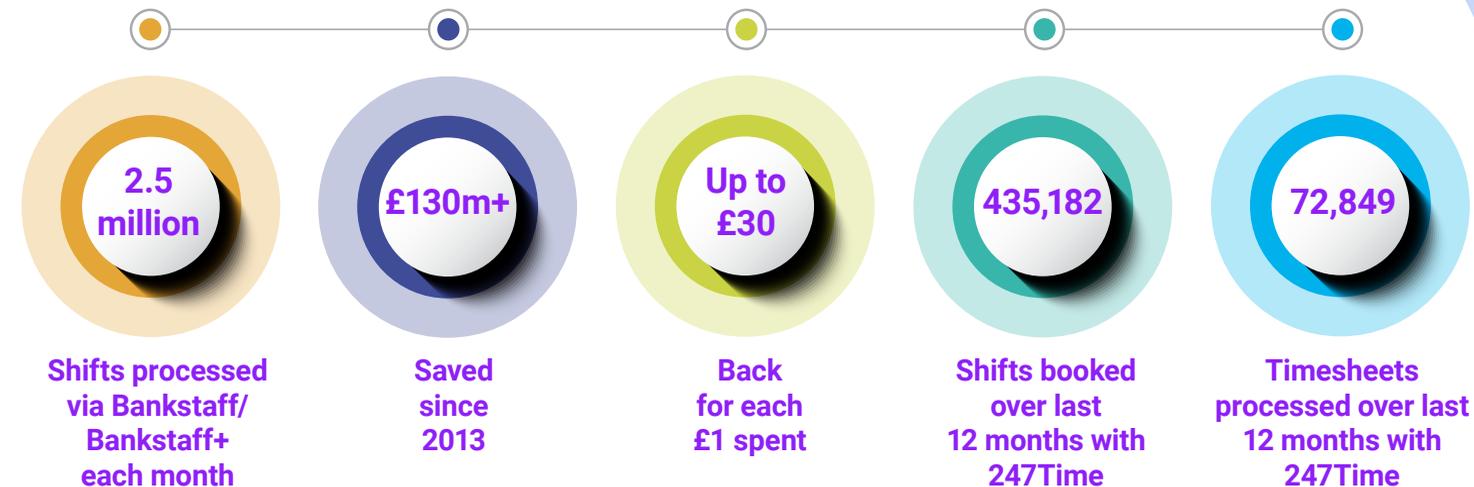
ALLOCATE

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Right people, right place, right time.

Workforce technology to help
deliver better care and improve
the experience of work.