CASE STUDY 2026

Integrated Bank, Agency and Direct Engagement Transformation

Locum's Nest: Your total workforce solution

NHS Mid and South Essex NHS Foundation Trust

£8.2M	£2.5M	100%	£10.7M
Bank spend reduction in FY24-25	Annual savings from Direct Engagement	Direct Engagement Fulfillment	Total savings

BACKGROUND

Mid and South Essex NHS Foundation Trust has used Locum's Nest to manage its medical staff bank since 2019. In September 2024, the Trust took the strategic decision to consolidate all temporary medical and dental staffing - Bank, Agency, and Direct Engagement (DE) - onto a single platform. Facing sustained financial pressure, the Trust, through its grip and control measures, supported by its chosen Managed Service Partner and Locum's Nest technology, succeeded in delivering immediate savings while building a sustainable long-term staffing model.

HOW WE DID IT

Unified platform
Replaced fragmented legacy processes with one integrated solution covering all medical and dental temporary staffing, eliminating data silos and providing real-time spend visibility across the Trust.

Managed service transition
Supported a seamless move from in-house management, including full training, change management support, and improved governance frameworks to sustain compliance and performance.

Direct Engagement redesign
Digitised and restructured the DE model achieving 100% Direct Engagement Fulfillment for medical locums, generating £2.5M in recurring annual savings while preserving workforce flexibility.

Fixed rate card
Introduced a structured rate card for both bank and agency bookings, removing pay variability and preventing rate escalation across all temporary staffing.

Consolidated reporting
Provided finance teams with unified, real-time oversight of all temporary staffing spend, improving accrual accuracy and strengthening financial forecasting.

RESULTS AT A GLANCE

FY24-25 Bank spend
£49.6M → £41.4M (–£8.2M)

Direct Engagement
100% Fulfillment achieved

Recurring DE savings
£2.5M per annum

"Through our merger, the pandemic, industrial actions, and daily operations, Locum's Nest has adapted to our Trust's evolving needs. Their partnership approach has supported delivering significant savings while improving how we manage temporary medical staffing."

– Heather Golding, Head of Workforce Efficiencies, Mid and South Essex NHS Foundation Trust

WHAT'S NEXT

Full ESR integration
Reducing administrative burden and enabling seamless data flow, targeting further cost efficiencies across workforce management.

MAG process automation
Digitising Medical Advisory Group processes to drive further agency spend reduction and strengthen compliance across medical staffing.

Further Bank spend reduction
Through continued rate control and bank-first shift allocation, the Trust is on track to achieve a total projected reduction of £15.8M across bank and agency spend compared to the FY23-24 baseline.

AHP pathway improvements
Extending the proven model beyond medical staff to Allied Health Professionals, broadening the impact and delivering further workforce savings.

PARTNERSHIP TIMELINE

2019
Bank management platform launched

Sept 2024
Agency management consolidated on-platform

FY24–25
£10.7M in savings delivered

FY25–26
£15.8M total reduction vs FY23-24 baseline projected