



kendall bluck
consulting

Junior Doctor Rota Analysis & Redesign identifies £3.5million worth of savings for teaching hospital in South-East of England



The Challenge

The Trust was facing significant financial pressures due to a large financial deficit. In addition, the Trust also had high amounts of agency spend driven by a number of critical factors identified by the Kendall Bluck team:

- Poor control of the medical resources team
- Lack of central oversight
- Poor escalation and authorisation protocols

Underneath all of these factors it was identified that the rotas did not maximise the productivity of the medical workforce or provide value for money.

The Solution

Kendall Bluck Consulting worked with key members of the Trust to highlight the cost inefficiencies in the junior doctor rotas. A business case was completed to undertake a 12 week audit of the rotas, including analysis and redesign.

Kendall Bluck undertook the following:

- Full assessment of junior doctor rotas
- Assessment of monitoring data
- Assessment of locum requests and usage
- Meetings with executive and clinical leads

The full report provided a support plan of how the Trust could achieve the savings.

The Outcomes

The report supplied the Trust with efficiently redesigned rotas, compliant with WTR and in line with the 2016 junior doctor contract. We identified significant financial savings in medical workforce spend of approximately £1.5 million and a further £2 million savings associated with recruitment process improvements.

Since completion the Trust has put in place an international recruitment plan agreed with Health Education England, implemented a full suite of updated policy documents with corresponding staff training and, crucially, has managed to improve the efficiency of the medical resources team.

