



Bank and Agency Savings Report

Executive Summary

What we offer

With over 22 years of experience, we have helped the NHS achieve over **£206 million in savings within the past two years** through our high-impact Partnership Programme.

- **40+ Managed Service contracts** – £14m saved at Frimley ICB in 18 months
- **60+ Clinical Services contracts** – CQC-accredited services, reducing patient wait times
- **1399 Nurse and 114 Doctor Permanent Placements** – Saving £94.93 million in agency fees

We offer trusts confidence in both delivery of quality and financial performance to optimise patient care.

Savings summarised

£2.1m

Agency and Bank
Annualised Savings

Immediate Financial Impact

Analysis of a Trust's current Agency and Bank expenditure identified a weekly overspend, where ID Medical can replace high-cost staff with like-for-like agency workers at more competitive rates.

£6.5m

Perm Placement
Savings

Long-Term Sustainability

Beyond rate alignment, our strategy also identified high-cost temporary roles suitable for permanent or fixed-term conversion, achieving deeper savings.

£8.6m

Combined Annual
Savings

(excluding Clinical Services)



Risk-free deployment model

Phase 1 – Immediate Cost Reduction

- Identify high-cost agency/bank staff (over tariff or off-framework)
- Replace with vetted, experienced like-for-like candidates at market-aligned rates
- Delivers immediate savings and protects continuity of care

Phase 2 – Sustainable Workforce Conversion

- Identify longstanding, high-cost temps suitable for substantive or FTC roles
- Introduce FTC options through our Permanent & International Recruitment Division
- Long-term savings, improved staff stability, and continuity of care

Phase 3 – Clinical Insourcing Solutions (alternative cost-effective options and solutions)

- Analyse high-volume, high-spend specialties for insourcing potential
- Deploy hybrid teams or tailored clinical services to reduce backlog and cost
- Enables the delivery of high-quality patient outcomes in parallel with permanent recruitment

Trust expressed interest to look at a Dermatology Insourcing model as an option.

What our customers say

“700k in savings delivered in a month has demonstrated how a more focused and planned approach results in more meaningful supply – better quality workers at a more advantageous price point. We are really seeing the benefits of this agreement.”

Faye Ward

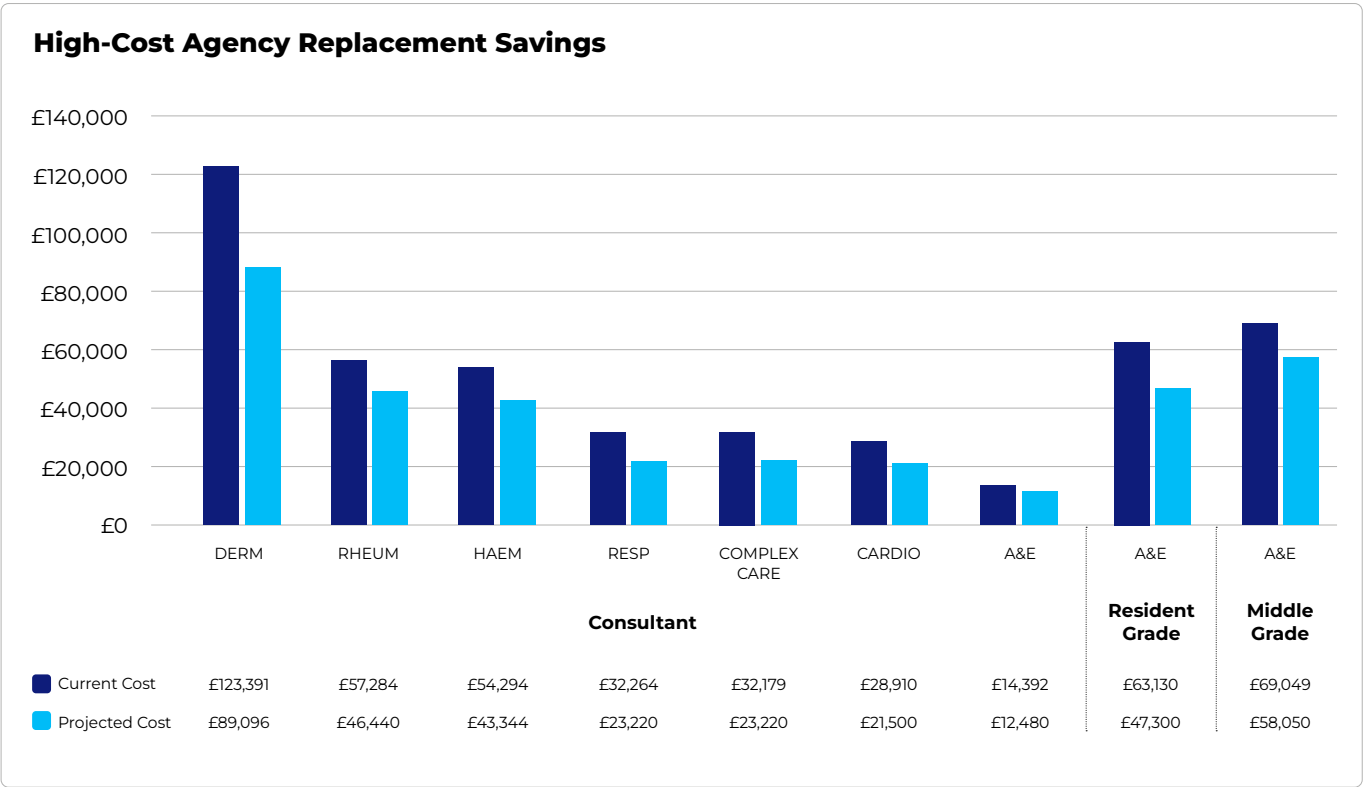
Associate Director of Workforce Collaborations
for South East Temporary Staffing Programme

Detailed Report Findings

Agency Savings

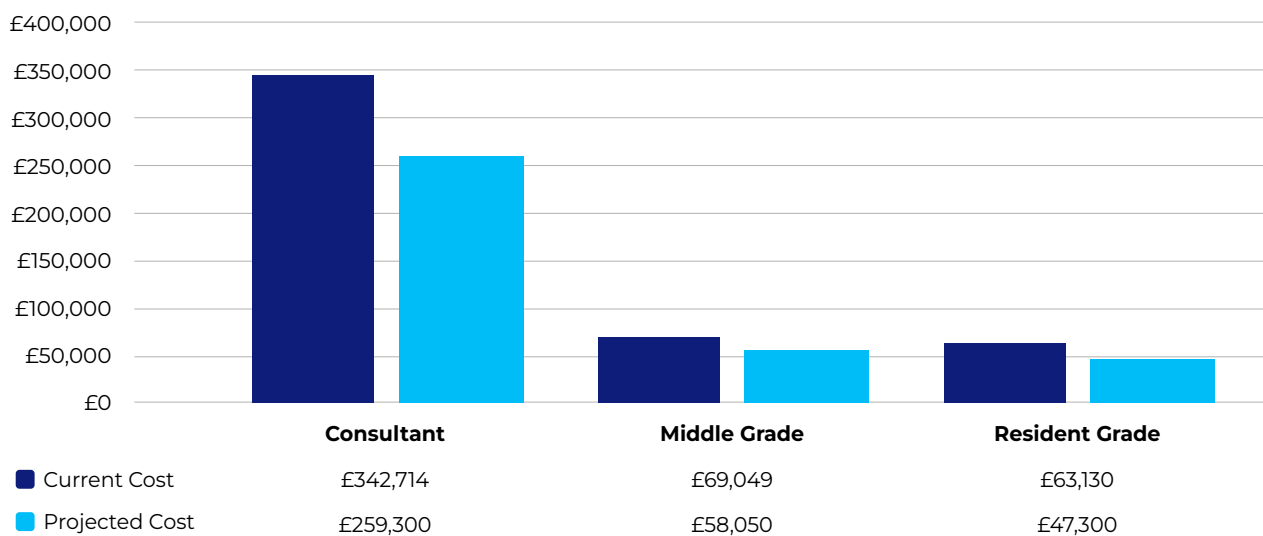
Please note that NI charges have been added to the charge rates provided. Total monthly costs have been calculated using the shift pattern details to create the average hour per month.

Grade/Specialty	Average Hourly Rate	Current Cost	Proposed Hourly Rate	Forecasted Cost per Month	Savings
Consultant	£179.00	£342,713.65	£135.94	£259,300.00	£83,413.65
DERM	£196.87	£123,391.35	£140.00	£89,096.00	£34,295.35
HAEM	£176.34	£54,294.38	£140.00	£43,344.00	£10,950.38
RHEUM	£166.52	£57,284.00	£135.00	£46,440.00	£10,844.00
RESP	£187.58	£32,263.76	£135.00	£23,220.00	£9,043.76
COMPLEX CARE	£187.09	£32,179.05	£135.00	£23,220.00	£8,959.05
CARDIO	£168.08	£28,909.59	£125.00	£21,500.00	£7,409.59
A&E	£151.45	£14,391.53	£130.00	£12,480.00	£1,911.53
Resident Grade	£65.95	£63,130.45	£50.00	£47,300.00	£15,830.45
A&E	£65.95	£63,130.45	£50.00	£47,300.00	£15,830.45
Middle Grade	£104.23	£69,049.10	£90.00	£58,050.00	£10,999.10
A&E	£104.23	£69,049.10	£90.00	£58,050.00	£10,999.10
Grand Total	£130.85	£474,893.20	£101.72	£364,650.00	£110,243.20



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Consultant	£179.00	£342,713.65	£135.94	£259,300.00	£83,413.65
Resident Grade	£65.95	£63,130.45	£50.00	£47,300.00	£15,830.45
Middle Grade	£104.23	£69,049.10	£90.00	£58,050.00	£10,999.10
Grand Total	£130.85	£474,893.20	£101.72	£364,650.00	£110,243.20

High-Cost Agency Replacement Savings



Agency Key Observations

£1.3m

Potential annual saving if replacing high-cost agency for temporary

£110k

Per month potential savings

23%

Cost reduction if proposed rates are implemented across all roles

High savings across the below areas:



Consultant
Dermatology



Resident
Grade



Consultant Haematology
and Rheumatology
(in each area)

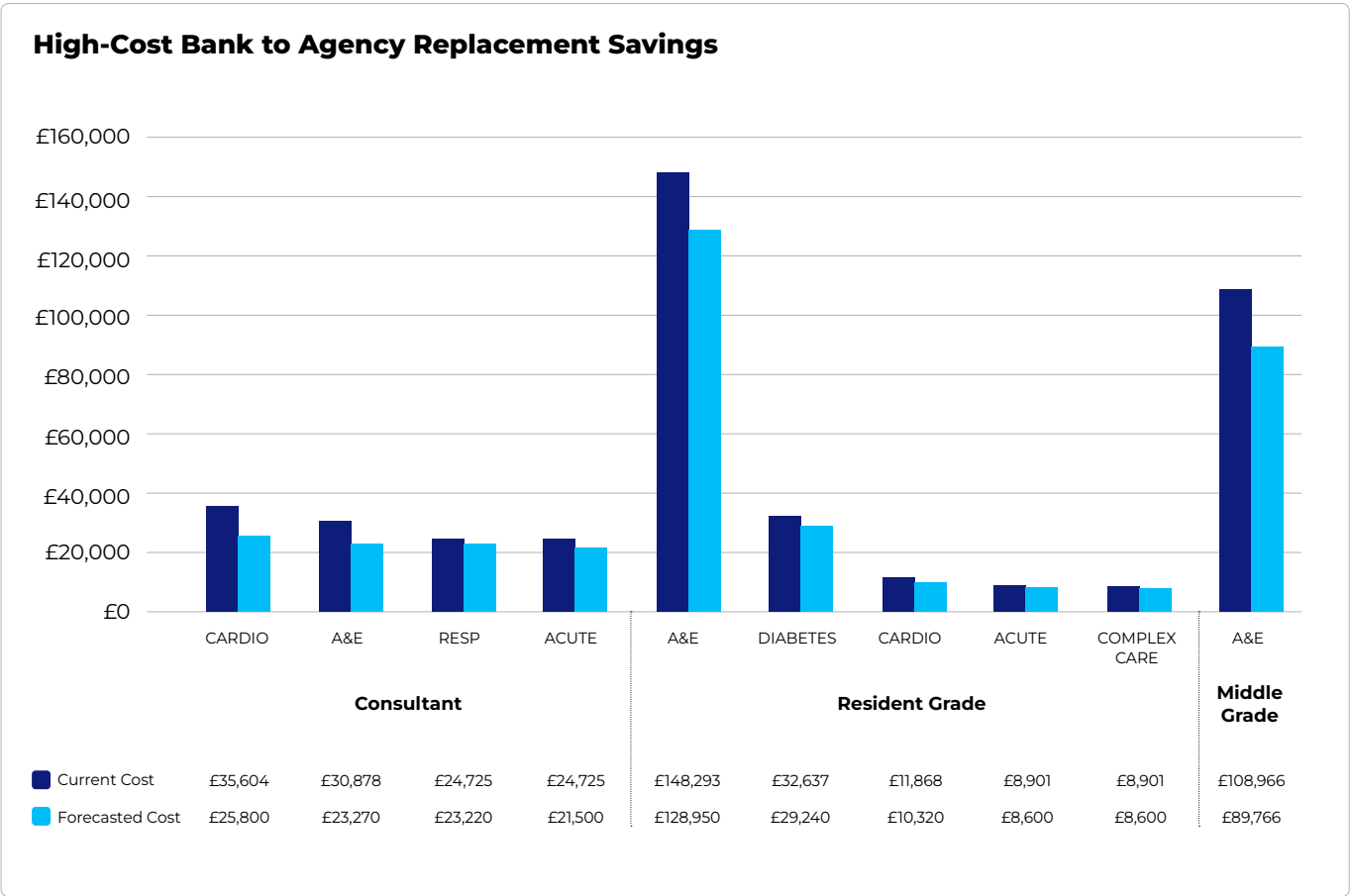


Middle Grade
and A&E

Bank Savings

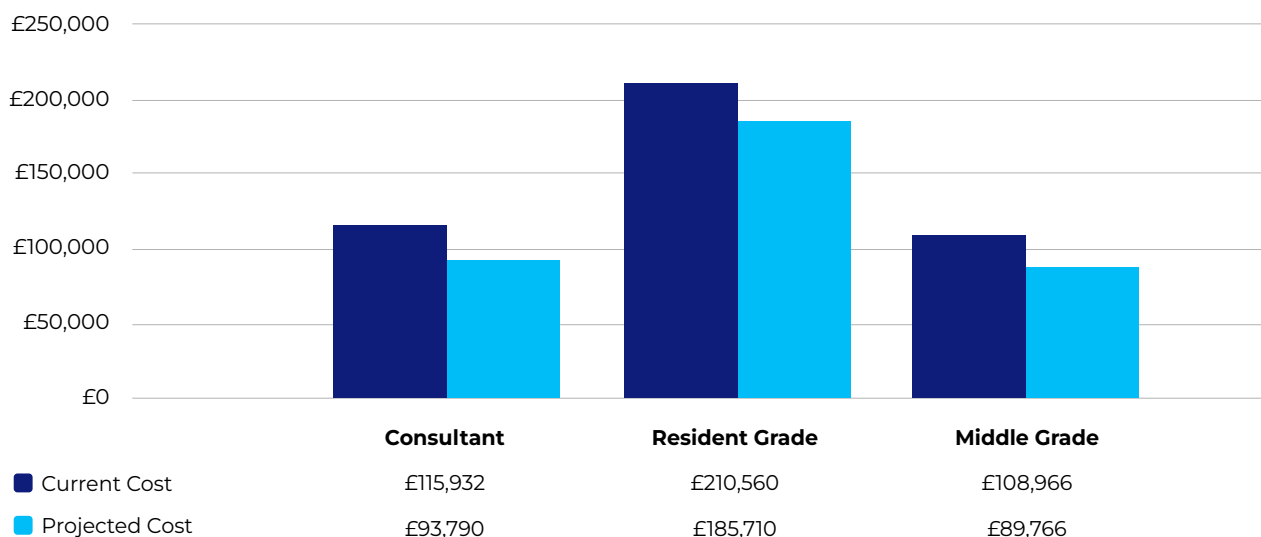
Please note that NI charges have been added to the charge rates provided. Total monthly costs have been calculated using the shift pattern details to create the average hour per month.

Grade/Specialty	Current Average Hourly Rate	Current Cost per Month	Proposed Hourly Rate	Projected Cost per Month	Savings
Consultant	£164.29	£115,931.50	£129.29	£93,790.00	£22,141.50
CARDIO	£172.50	£35,604.00	£125.00	£25,800.00	£9,804.00
A&E	£172.50	£30,877.50	£130.00	£23,270.00	£7,607.50
ACUTE	£143.75	£24,725.00	£125.00	£21,500.00	£3,225.00
RESP	£143.75	£24,725.00	£135.00	£23,220.00	£1,505.00
Resident Grade	£56.99	£210,599.50	£50.00	£185,710.00	£24,889.50
A&E	£57.50	£148,292.50	£50.00	£128,950.00	£19,342.50
DIABETES	£55.58	£32,637.00	£50.00	£29,240.00	£3,397.00
CARDIO	£57.50	£11,868.00	£50.00	£10,320.00	£1,548.00
ACUTE	£51.75	£8,901.00	£50.00	£8,600.00	£301.00
COMPLEX CARE	£51.75	£8,901.00	£50.00	£8,600.00	£301.00
Middle Grade	£109.25	£108,965.95	£90.00	£89,766.00	£19,199.95
A&E	£109.25	£108,965.95	£90.00	£89,766.00	£19,199.95
Grand Total	£88.33	£570,999.15	£77.99	£504,768.20	£66,230.95



Grade	Current Average Hourly Rate	Current Cost per Month	Proposed Hourly Rate	Projected Cost per Month	Savings
Consultant	£164.29	£115,931.50	£129.29	£93,790.00	£22,141.50
Resident Grade	£56.99	£210,599.50	£50.00	£185,710.00	£24,889.50
Middle Grade	£109.25	£108,965.95	£90.00	£89,766.00	£19,199.95
Grand Total	£83.00	£435,496.95	£69.53	£369,266.00	£66,230.95

High-Cost Bank Replacement Savings



Bank Key Observations

£795k

Potential annual saving if replacing high-cost bank for agency

£66k

Per month potential savings

15%

Cost reduction if proposed bank Doctors are replaced by agency Doctors at the proposed rates

High savings across the below areas:



Resident Grade
A&E



Middle Grade
A&E



Consultant
Cardiology

£6.5m of potential savings replacing
Agency & Bank permanent HCPs

Key Observations

£3.1m

Potential Savings Replacing with Permanent HCPs

£5,696,115

Total Annual Locum Spend

£2,516,758

Equivalent Permanent/FTC Cost

£3,179,357

Total Potential Annual Saving

23.3

Full Time Roles Total Whole Time Equivalent (WTE)

Highest cost-saving opportunities:

£917k

annual savings
(4 WTE)

Consultant
Dermatologist

£456k

annual savings
(4 WTE)

Middle Grade
(A&E)

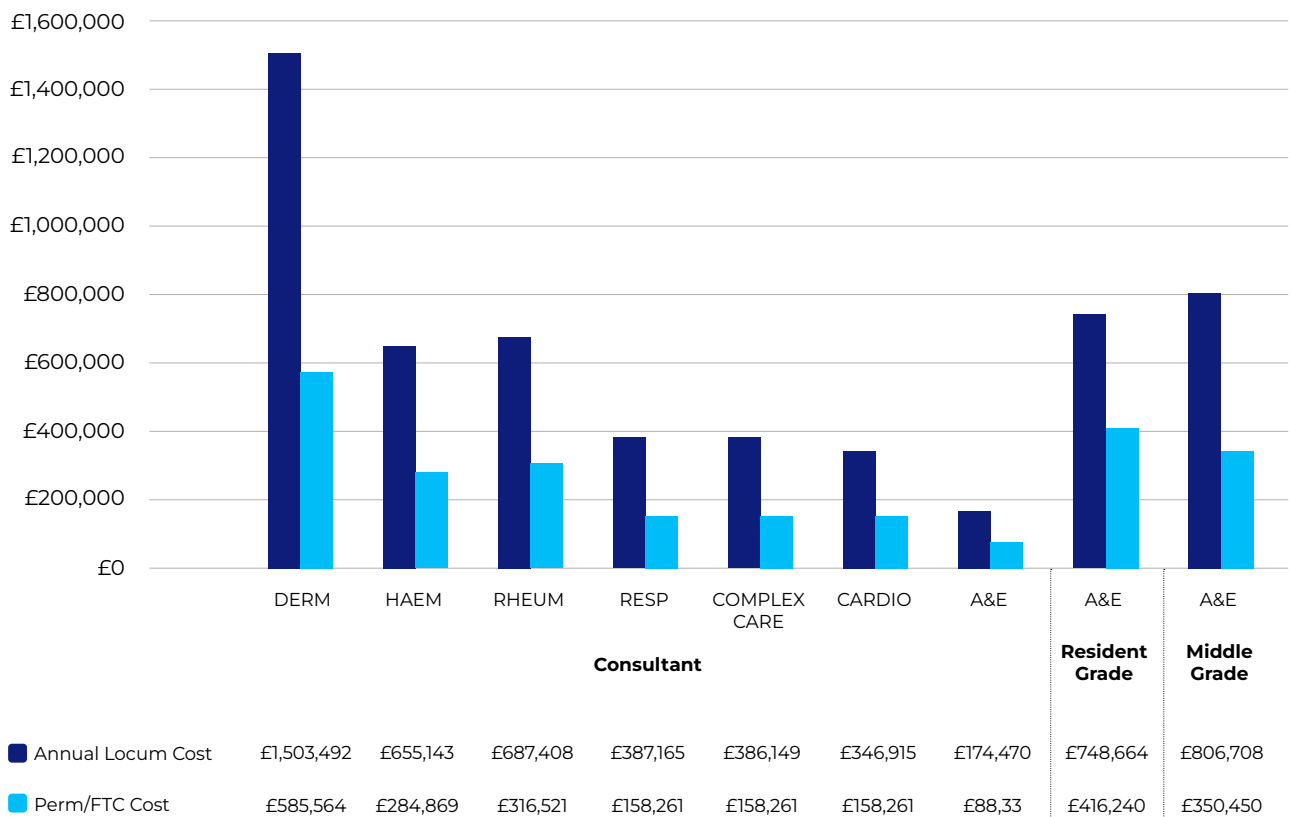
£332k

annual savings
(6 WTE)

Resident
Grade

HCP Type	Charge	Hours Per Month	WTE (150 Hrs Per Month)	Ability to supply	Annual Locum Cost	Perm / FTC Cost	Annual Saving
Consultant							
DERM	£196.87	636.4	4.2	Yes	£1,503,492	£585,564	£917,928
HAEM	£176.34	309.6	2.1	Yes	£655,143	£284,869	£370,274
RHEUM	£166.52	344	2.3	Yes	£687,408	£316,521	£370,887
RESP	£187.58	172	1.1	Yes	£387,165	£158,261	£228,904
COMPLEX CARE	£187.09	172	1.1	Yes	£386,149	£158,261	£227,888
CARDIO	£168.08	172	1.1	Yes	£346,915	£158,261	£188,654
A&E	£151.45	96	0.6	Yes	£174,470	£88,332	£86,139
Resident Grade							
A&E	£65.95	946	6.3	Yes	£748,664	£416,240	£332,424
Middle Grade							
A&E	£104.23	645	4.3	Yes	£806,708	£350,450	£456,258
Totals		3493	23.3		£5,696,115	£2,516,758	£3,179,357

Agency to Perm Savings



Key Observations

£3.1m

Potential Savings Replacing with Permanent HCPs

£6,880,006

Total Annual Bank Spend

£3,554,398

Equivalent Permanent/FTC Cost

£3,325,608

Total Potential Annual Saving

45

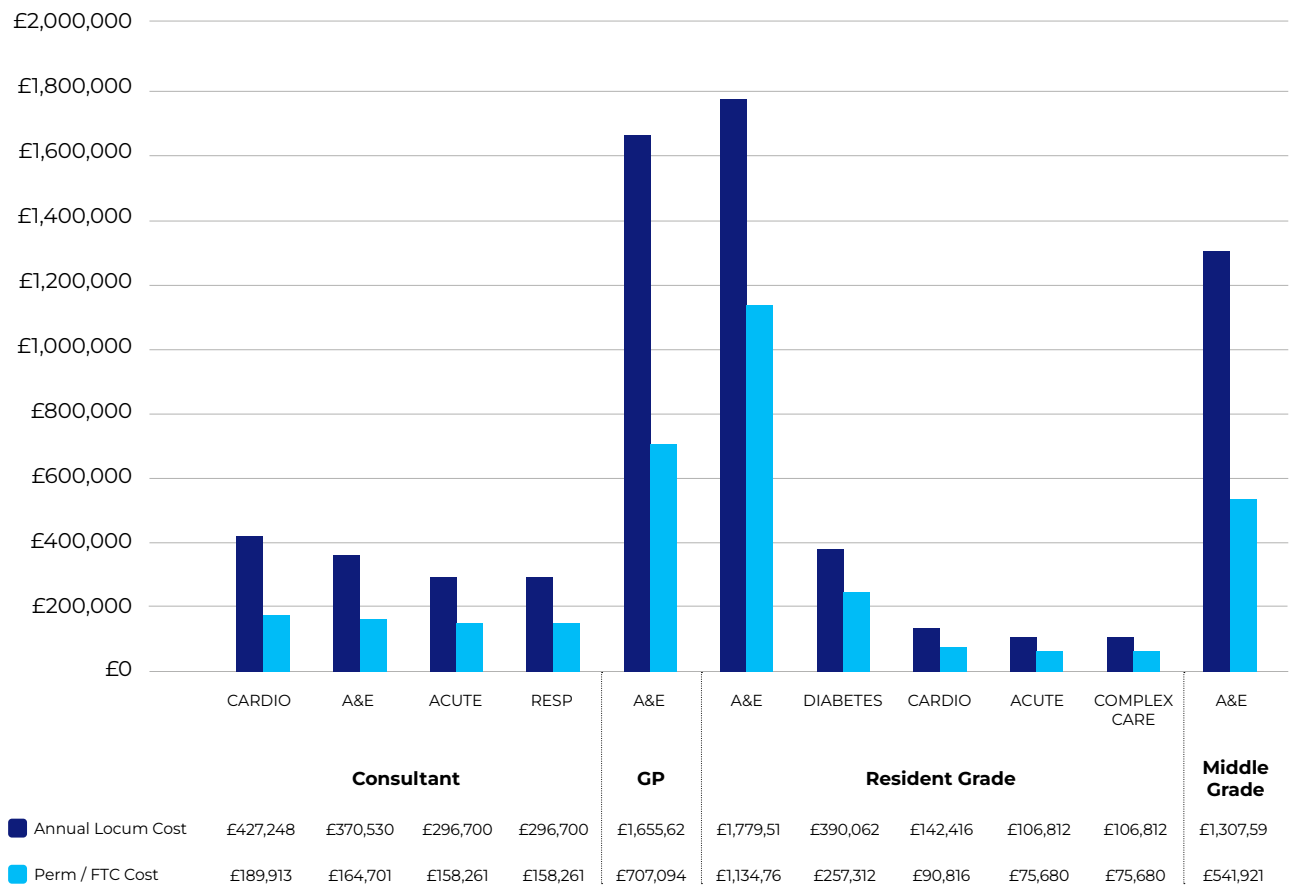
Total Whole Time Equivalent (WTE)

Highest cost-saving opportunities:



HCP Type	Charge	Hours Per Month	WTE (150 Hrs Per Month)	Ability to supply	Annual Bank Cost	Perm / FTC Cost	Annual Saving
Consultant							
CARDIO	£172.50	206	1.38	Yes	£427,248	£189,913	£237,335
A&E	£172.50	179	1.19	Yes	£370,530	£164,701	£205,829
ACUTE	£143.75	172	1.15	Yes	£296,700	£158,261	£138,439
RESP	£143.75	172	1.15	Yes	£296,700	£158,261	£138,439
GP							
A&E	£106.02	1301	8.68	TBC	£1,655,625	£707,094	£948,531
Resident Grade							
A&E	£57.50	2579	17.19	Yes	£1,779,510	£1,134,760	£644,750
DIABETES	£55.58	585	3.9	Yes	£390,062	£257,312	£132,750
CARDIO	£57.50	206	1.38	Yes	£142,416	£90,816	£51,600
ACUTE	£51.75	172	1.15	Yes	£106,812	£75,680	£31,132
COMPLEX CARE	£51.75	172	1.15	Yes	£106,812	£75,680	£31,132
Middle Grade							
A&E	£109.25	997	6.65	Yes	£1,307,591	£541,921	£765,671
Total		6741	45		£6,880,006	£3,554,398	£3,325,608

Bank to Perm Savings



Clinical Services

ID Medical has unrivalled local and national coverage to deliver clinical insourcing services within over 20 specialties.

In 2024 alone, our specialist teams safely treated over 115,000 patients, achieving 98% patient satisfaction scores across all contracts.

All services are underpinned by our robust clinical governance and quality assurance framework, overseen by our Medical Director and Senior Clinical Leadership Team.

We're currently working with multiple trusts to explore how they could benefit from significant cost savings and operational efficiencies with ID Medical.

Beyond comparing headline costs, our benchmarking exercise includes an in-depth analysis of how we can help to improve utilisation, patient throughput and reduce delays – areas that are often overlooked when evaluating providers.

Recent benchmarking exercises across multiple specialties have uncovered our ability to offer significant reductions in cost against other leading competitors, as demonstrated below.

Specialty	% typical discount against NHS tariff	% cheaper than other leading competitors
Theatres	40%	30%
Urology	45%	35%
ENT	30%	18%
Endoscopy	35%	18%
Gastro	55%	37%
Gynaecology	45%	20%
Radiology	40%	25%
Dermatology	60%	22%
Ophthalmology	46%	20%
General Outpatient Services	35%	15%
One-Stop Outpatient Services	60%	22%

Summary

Case Studies

Please find links below to case studies showcasing successful delivery and illustrating our methodology, financial impact, and clinical outcomes achieved across multiple NHS Trusts.

-  [Nursing Managed Services](#)
-  [International Recruitment](#)
-  [Strategic Partnership Development](#)
-  [Clinical Services Insourced Theatre](#)

Client References Available

We are pleased to provide direct contacts for independent validation:

- **Tameside & Glossop NHS Trust**
Contact: Asif (via PA: carole.ditchfield@tgh.nhs.uk)
Direct Line: 0161 922 6005
- **Frimley Integrated Care System**
Contact via: Joseph Topa, ID Medical Director – joseph.topa@id-medical.com

Please feel free to contact them to discuss our collaborative working models and the value delivered.

Next Steps

We look forward to supporting the Trust with a structured implementation plan, tailored to your goals and backed by over two decades of NHS partnership success.

David Newton

Managing Director

David Stansbie

Workforce & Technology Solutions Lead



Get in touch



info@id-medical.com



+44 (0) 1908 552 820



id-medical.com

Unit 2, Mill Square, Featherstone Road, Wolverton Mill,
Milton Keynes, England, MK12 5ZD