



# REC Healthcare

The Recruitment & Employment Confederation's (REC) Health and Social Care sector group provides specialist support and advice to recruitment agencies who work across the health and social care space. It provides a forum for any recruiter supplying to the sector to discuss policy, market conditions and regulatory issues affecting their business.

## Healthcare

The NHS currently helps over 1 million patients every 36 hours, and with an ever-ageing population, often suffering from multiple conditions, the demand for healthcare staff is likely to increase. Together with the government's commitment to delivering a true seven day NHS, and the efficiency savings required by the NHS Five Year Forward View,<sup>1</sup> there will be opportunities for the recruitment industry to support the NHS and help deliver safe and effective care to patients. However, there are many challenges facing healthcare recruiters, not least the introduction of agency caps, changes to IR35 regulations, and skills shortages. The REC is committed to campaigning on behalf of members to ensure that your voice is heard at all levels.

*"Healthcare is a rapidly changing industry, and recruiters in the field are facing challenging times ahead. Agency caps and controls, along with the need for the NHS to make unprecedented savings, are putting huge pressures on the sector. The Health and Social Care sector group will continue to speak up and support its members, acting as a catalyst for change, improving standards across the sector."*

Alyx Peters, Managing Director,  
MPS Healthcare Ltd

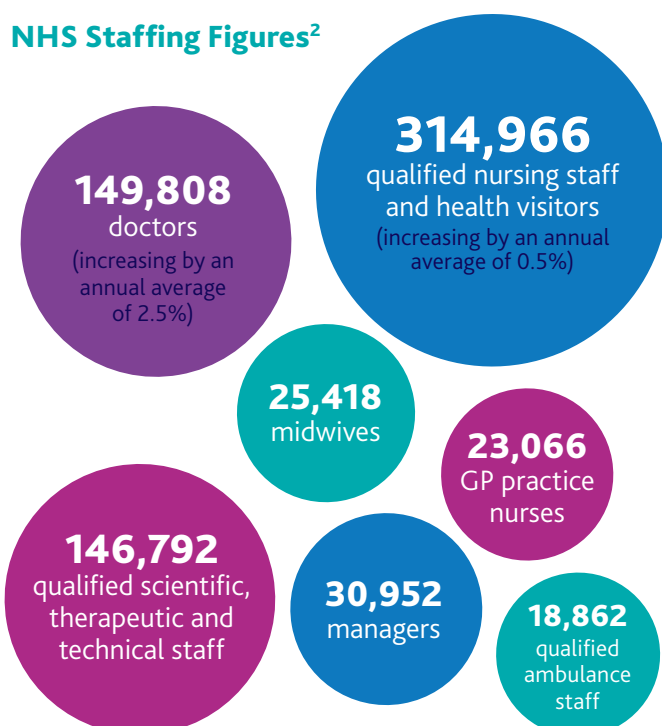
## Spotlight on NHS Agency Caps and Controls

In the summer of 2015, the Secretary of State for Health, Jeremy Hunt, announced a clamp-down on agencies charging "extortionate rates" to the NHS. The government asked Monitor and the NHS Trust Development Authority – now combined to form NHS Improvement - to develop new caps and controls on how NHS trusts source temporary staff – both clinical and non-clinical. All NHS trusts are now under considerable pressure to reduce their spending on agency staff, or face penalties.

The REC has been firm in its stance that our members are being made scapegoats for poor workforce planning, skills shortages, and years of poor pay for substantive staff. Since the caps were first announced, we have lobbied the Department of Health and NHSI to ensure that our members' views are being heard, and we have built strategic links with key allies – from Crown Commercial Service, Health Trust Europe and the regional procurement hubs, to the Royal College of Nursing and NHS Employers.

The REC continues to be the only staffing body sharing accurate information on how the caps are affecting the sector, delivering 3 formal consultation responses, 2 member meetings, 4 webinars, 11 updates to members, 7 blogs and press releases, plus extensive press coverage in Recruiter, Radio 4 Today programme, BBC News, Health Service Journal and many more.

## NHS Staffing Figures<sup>2</sup>



# THE REC GUIDE : HEALTHCARE

## Key issues facing the sector and REC's focus...

  
...GP, Junior Doctor and Consultant Contracts

*"Three quarters of agencies (73%) are having trouble finding doctors and nurses to fill temporary vacancies."*

REC, Jan 2016

  
...Immigration

  
...Skill Shortages

## Policy and campaigning

The REC's Health and Social Care sector group has a strong history of analysing policy, finding solutions and campaigning for change. The decision to leave the EU is likely to cause uncertainty for many of those working in healthcare recruitment. The REC will be working to understand the implications, and seeking clarity from government on what protections can be offered to the industry.

We are committed to working with government to build the best jobs market in the world here in the UK.<sup>3</sup> Examples of our recent work include:

- Reforming public sector procurement – we engaged with NHS Improvement, NHS Employers, major framework providers and other stakeholders to improve the accessibility, quality and commercial sustainability of framework agreements and managed service arrangements.
- Tackling skills shortages – by promoting better workforce planning, the value of contingent labour, and responsible immigration policies.
- Championing the importance of agency workers' access to training and CPD as critical to employee well-being and patient safety.
- Raising standards, compliance and safeguarding in the sector.

  
...Nursing Bursaries

  
...Direct Engagement Models


  
...Travel and Subsistence

  
...Umbrella organisations

  
...Challenges to Agency Worker Regulations

  
...Agency Caps and Controls

  
...Public Sector Exit Payments

  
...IR35

## Get Involved

The REC's Health and Social Care sector group provides specialist support and a forum for members working in the health and social care sector – both clinical and non-clinical. There are currently over 800 members of the health and social care group.

If you are interested in finding out more about the group or about future meetings look at the website for regular updates or talk to your Account Manager. For more information email [info@rec.uk.com](mailto:info@rec.uk.com) or call 0207 7009 2100.

[www.rec.uk.com/health-and-social-care](http://www.rec.uk.com/health-and-social-care)