lantum

Em-Powering Healthcare Staffing

The AHSN Network

NHS England

NHS Innovation Accelerator

Staffing processes are outdated, inefficient and unsustainable

1

Identifying unfilled slots

Repetitive manual process to find, isolate and send unfilled slots

2

Find bank cover

Bank staff are bombarded with lots of untargeted, hard to process, messages with lists of slots. Coordinating their responses is time consuming

3

Look for agency cover

At the same time, empty slots are cascaded to agencies who are expensive, duplicate the effort of the bank manager and disengage the workforce

Result:

- Poor fill rate
- Duplicated effort
- Wasted time on manual processes
- Expense on agency margin
- Disengaged bombarded workforce

Case Study
Tower Hamlets Care Group 2014

- Established a digital GP bank of **200 doctors**
- Workforce stabilised across multiple sites
- Reduced agency spend **£20,000 per practice per year**
- Rota manager hours saved **4 hours per manager per week**

Case Study
Our Health Partnership

Our Health Partnership is a GP partnership in Birmingham and
the surrounding areas.

OHP comprises **35 local surgeries**
and almost **150 GPs,** coming together to serve **276,000 patients.**

Lantum set up a collaborative staffing bank for OHP in June 2016. A service used by both salaried “roving” GPs and local locums.

Our Health Partnership
Super Partnership West Midlands

Supported set up of "roving GP" model
(Salaried GPs working at all practices in the patch)

OHP moved from filling 35% of slots with their favoured GPs to 90%

"We were looking for an innovative way to meet the challenge of sourcing high quality and cost-effective GP cover in our practices. We wanted a reliable and effective solution and the Lantum approach, of establishing a network of trusted local doctors that are readily accessible online, was instantly appealing.

The platform is easy to use and the energetic activation teams who assisted with the setup meant our practices were fully bought in from the word go. We have seen impressive results since its launch in August and are excited to see what it can deliver in the future."

DR MARK NEWBOLD
Managing Director, OHP

Case study
Salford Primary Care together

Salford Primary Care Together

Implemented Lantum in 45 Practices, 5 access Hubs and a GP-led ED streaming at A&E

"Working with Lantum has enabled our GP coverage and rota management for primary care extended hours and ED Streaming across Salford. It has also provided us with; Timely and rapid access / booking of competent and flexible GPs ensuring that we can go-live on the date confirmed. Transparency of rota gaps coupled with timely communications to practitioners to engage them in innovative ways of working. Introducing new GPs from across the region to work with us who otherwise would not have known about these new service launches. GPs working with us through Lantum are quality, professional and effective practitioners. They are a pleasure to work with."

Sue Turner
Salford Primary Care Together

Case study
Salford Primary Care together

Salford Primary Care Together

6.1 days to fill rota

Hours Filled

Money Saved by the group each month

New GPs Introduced to the group

Sept	75	
Oct	75	+29
Nov	75	+39
Dec	75	+41

Radically improve bank fill rates and eliminate the need for agency

Bank fill rates at Our Health Partnership
Large scale primary care provider
Birmingham

Retention at Salford Primary Care together
#of staff booked repeatedly increased from 63%-92%

North MIddlesex Hospital Medical workforce
Consistently since launch 97% fill

Fill gaps in shifts and diaries with Lantum

Tools for bank managers to fill gaps and manage payment

- Store compliance documents
- Share workforce with neighbouring organisations
- Seamless payroll and next day pay
- AI algorithms to fill gaps in shifts

Tools for clinicians to fill their diaries and get paid

- Invoices, e-pensions and tax-returns
- Performance feedback
- Availability calendar / diary management
- Fast payment

Working across the country supporting integrated care systems

Lantum supports primary, secondary, community and mental health organisations across England:

- Successfully launched 50 collaborative staff banks
- Present in 95% of CCGs in England
- A National innovation exemplar, selected as a part of the NHS Innovation Accelerator
- 17.5k GPs signed up and 5.3k GP practices covering 25.9m patients

Our Dorset

Proud to be supporting Dorset Integrated Care Organisation to share staff across organisational boundaries.

We have a multi-faceted impact

Reduce agency fees

- Direct engagement model reduces VAT costs associated with engaging locums
- No agency fees associated with booking locums
- Save up to £9m per annum

Increase bank fill rate

- We have achieved 97% bank fill rate through our fast payment model and simple app technology for self-booking into shifts
- Our AI algorithms matchmake the right clinician into the right shift matching their availability

Reduce A&E waiting times with Access to 1,000's of vetted GPs

- We helped 4 Trusts across the UK tap into Lantum's national GP network, allowing them to set up GP-led streaming in A&E
- GPs can also take A&E shifts during spikes in demand and during winter pressures

Share workforce across organisational boundaries and improve DToC

- Create a pool of staff and share across acutes, mental health trusts, primary care, community and care homes.
- Improve staffing levels for organisations that can help with step down care

Next day payment keeps them retained and engaged

Results of launching rocketpay vs control group

Average hours worked per doctor

Dr Greaves

General Practitioner

Signed up to Lantum in 2017

From

4 hours spent a week sending invoices, writing pension forms & reconciling accounts

Average time to be paid: 5 weeks

Trawling through 35+ emails per day to identify suitable work

To

Time freed up to allow me to fit in extra shifts

Being paid next day for every shift via Lantum's RocketPay

Ignoring all agency emails. Matching with the shifts I can do at the practices I love via Lantum

Tap into primary care workforce to improve A&E capacity and reduce waiting times

We're supporting the following Trusts and Federations to access our primary care network and set up ED streaming at A&E

Surrey and Sussex NHS Healthcare NHS Trust

Salford Royal NHS NHS Foundation Trust

COVENTRY & RUGBY GPALLIANCE

"Working with Lantum has enabled our GP coverage and rota management for primary ED Streaming across Salford. It has also provided us with; Timely and rapid access / booking of competent and flexible GPs ensuring that we can go-live on the date confirmed. Transparency of rota gaps coupled with timely communications to practitioners to engage them in innovative ways of working. Introducing new GPs from across the region to work with us who otherwise would not have known about these new service launches. GPs working with us through Lantum are quality, professional and effective practitioners. They are a pleasure to work with."

Sue Turner
Salford Primary Care Together

Import your rota from your e-roster software, to easily identify gaps and manage applications

View and action unfilled shifts in one place

Grow your digital staff bank, scan and store compliance documents using a smartphone

View of staff bank

Our implementation team get your clinicians and staffing managers up and running

Pool workforce across organisational boundaries

We are a team of NHS managers, thought leaders and doctors with a track record of delivery

Melissa Morris
CEO and Founder

Ex Mckinsey&Co and Ex NHS London, Melissa has spent 10 years focusing on improving healthcare systems. She has been running Lantum for 6 years and is passionate about supporting integrated care. She was selected by Sir Bruce Keogh to join the NHS England Innovation Accelerator in 2018.

Dr Ishani Patel
Clinical Co-founder

Ishani is a Clinical Co-founder of Lantum and a GP leading workforce transformations as a champion for Primary Care At Scale and Integrated Care Systems. A former advisor for RCGP, Macmillan and the Transforming Cancer Team for London at NHS England respectively she is also a clinical lead for RM Partners Accountable Cancer Network and a part of the RCGP Innovation Mentorship Programme.

Hannah Farrar
Advisor and Director

Ex-head of strategy NHS London Health policy at Department of Health Founder of Carnall Farrer consultancy with Dame Ruth Carnall. Co-author of *Healthcare for London: reflections on leadership, lessons and legacy.* Hannah sits on the Board.

Dr Masood Ahmed
Advisor

Masood has been a clinician and national expert in NHS workforce optimisation for over 15 years. Ex-Global Medical Director Dell, CMO Allocate/Zircadian, Chair BMA JDC Negotiating Committee. Co-author of national guidance *Rota Design and A Compendium of Solutions to Implementing the WTD for Doctors*. Masood sits on the board and advises on benefits realisation and product development.

Dr Katharine Jamieson
Clinical lead

KJ is a doctor, specialising in paediatrics, neonatal medicine and simulation education. She has 12 years of experience within the NHS and overseas. She is passionate about providing the best clinical care possible and helping to overcome obstacles to achieving this, and believes that innovation and technology will dramatically improve health outcomes.

Thank you