



THE UK'S LEADING HEALTHCARE
RECRUITMENT GROUP



MANAGED
SERVICES
SOLUTIONS

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INTRODUCING THE PLACEMENT GROUP

The Placement Group is one of the UK's leading healthcare recruitment providers, delivering permanent, temporary and flexible staffing solutions across a broad spectrum of medical specialties.

Combining in-depth knowledge with real commercial recruitment flair, we provide services ranging from the placement of locums to the full scale management of major human resources projects.

As the parent company to a select group of specialist recruitment companies, The Placement Group is better known for the brands it's built upon.

Our Companies

- [Mediplacements](#)
- [JustPhysio](#)
- [JustOT](#)

Individually our companies retain their own brand identities, allowing each member to continue to build upon their long established trading history and excellent reputations within their own niche medical recruitment sectors.

All companies under the Placement Group umbrella are fully committed to providing real value and delivering truly outstanding levels of service to our clients and candidates.

Recruitment Specialties

Our core areas of recruitment expertise are within;

- [Allied Health Professionals \(AHP\)](#)
- [Health Science Services \(HSS\)](#)
- [Technical Support](#)

Including;

- [Audiology](#)
- [Biomedical Science](#)
- [Cardiac Physiology](#)
- [Dietetics](#)
- [Pharmacy](#)
- [Phlebotomy](#)
- [Occupational Therapy](#)
- [Physiotherapy](#)
- [Podiatry](#)
- [Radiography](#)
- [Speech Therapy](#)
- [Sterile Services](#)

OUR SERVICES

Every client's staffing requirements are unique, so we've developed bespoke recruitments solutions to cover every eventuality. From short term to long term we can offer tailored solutions to suit your needs.

Temporary Staffing (locums)

Our companies are experts in the field of temporary staffing, placing specialist personnel, quickly, efficiently and cost effectively. Our recruitment teams are both knowledgeable and purposeful and have the skills to cope with the demands of the fast moving temporary market place.

All companies in Group are accredited by The Government Procurement Service (GPS) for the supply of temporary AHP & HSS staff and feature on all other current temporary staffing frameworks.

Permanent Recruitment

Our highly experienced permanent consultants recruit specialist staff for all regions of the UK, so identifying suitable candidates is paramount to providing the volumes of staff required by our clients.

With access to a database of thousands of registered medical job seekers and utilising our on-going global recruitment campaigns, our consultants can attract the specialist staff needed to fulfil our client's demands.



HEALTHTRUST EUROPE

Managed Services

We have a proven track record of delivering managed service contracts and Master Vendor solutions to both NHS and private sector healthcare organisations.

From departmental level agreements to large scale regional vendor managed recruitment contracts, our commercial team have the capability to successfully manage, recruit and provide detailed management information on expenditure, departmental usage and recruitment trends.

THE PLACEMENT GROUP Companies

Mediplacements

Mediplacements is a specialist recruitment company committed to the healthcare sector. Our core areas of recruitment expertise are within, Allied Health Professionals (AHP), Health Science Services (HSS) and Technical Support staff. With an 18 year trading history we pride ourselves on our reputation for quality and service delivery.

Our customer focused approach enables us to maintain an unparalleled level of personal and expert contact with our candidates and clients, making us the 'ideal' recruitment partner of choice to many healthcare organisations.

JustPhysio

JustPhysio have been dedicated to the recruitment of Physiotherapists since 2002 and take pride in our excellent reputation within the Physiotherapy sector.

Our expert specialist recruitment skills and in-depth knowledge of the Physiotherapy profession have enabled us to forge long standing working relationships with both candidates and clients, building a business by offering prompt and efficient service.

This is evident by the high level of recommendations and extensive database of Physiotherapists.

JustOT

JustOT are a specialist recruitment agency dedicated to the Occupational Therapy sector.

Established in 2005 JustOT have developed an excellent reputation in the OT market place, not only for delivering superior service, but also for the quality of the staff we provide to our clients.

It's the quality of our staff that truly sets us apart from our competitors, so we work tirelessly to ensure that our workforce are happy to commit to, and are suitably trained for every assignment they embark on.

MANAGED SERVICE SOLUTIONS

The Placement Group is a genuine specialists staffing provider with a proven track record of delivering Managed Recruitment Services to independent Trusts and Strategic Health Authorities (SHAs), under National Framework Agreement (NFA) terms.

Because we are formally accredited across all current framework agreements with the Government Procurement Service (GPS), HealthTrust Europe (HTE) and London Procurement Partnership (LPP), we are able to offer a multitude of options and contract scenarios across multiple frameworks; giving clients the flexibility to pick and choose the best rates across frameworks and specific medical specialties.

The Group's strength, under a single senior management team, enables us to secure and deliver major recruitment contracts, maintaining unparalleled levels of service delivery, backed up with real market knowledge and sector specific recruitment experience.



“

Thanks to everyone at TPG for their commitment to successfully supporting the agreement, for their high fill-rates and for the quality staff provided to all Trusts

”

Alan Potter

Category Lead, NHS Pro-Cure on behalf of South Central region

Unique solution, unique benefit

Utilising a Managed Recruitment Service can significantly improve the efficiency of an organisation's temporary staffing provision by acting as a 'one stop' solution. The entire temporary workforce demand can be catered for with the centralisation of all assignments; giving managers a clear picture of demand, usage and fill rates whilst maintaining closer control of expenditure.

Our innovative solution gives Trusts and procurement organizations all the benefits of using experienced recruitment specialists, but with a strong emphasis on

managing costs and delivering quality. Effectively, The Placement Group offers healthcare providers a unique, credible alternative to the limited choice of large, generic agencies that have the capacity to provide the full scope of these services.



Objectives

The Placement Group has clear objectives:

- GPS / HTE / LPP approved Master Vendor / Managed Services
- A single point of contact for all recruitment needs
- Genuine specialist recruitment services
- A unique high volume, high value recruitment alternative
- Staff screening that exceeds NHS Employers requirements

Benefits

Fulfillment of these objectives delivers multiple benefits:

- [Volume discounts](#)
- [Substantial cost savings via streamlined administration](#)
- [Improved fill rates and workforce planning](#)
- [Detailed management information \(MI\)](#)
- [Latest web based recruitment technologies](#)
- [A high quality, bespoke service](#)
- [The creative energy of an owner operated organization](#)
- [The security of a meticulously managed framework approved second tier supply](#)

Success stories

The Placement Group (in association with the HEC) has realised much success with this recruitment model having implemented and delivered managed service contracts to a multitude of independent NHS and private hospital groups and to large NHS regional procurement hubs.



Examples of previous awards

[GSTS Pathology](#)

National supply agreement.

[East of England \(EoE CPH\)](#)

Master Vendor agreement

[Salisbury NHS Foundation Trust](#)

Master Vendor agreement

[NHS South Central CPH \(Procure\)](#)

Master Vendor agreement

[NHS Beds & Herts \(HSMC\)](#)

HSS sole supply agreement

BESPOKE RECRUITMENT SOLUTIONS

The Placement Group's unique formula provides all the benefits associated with large scale Vendor Managed Services, whilst retaining the bespoke focus provided by genuine specialist recruiters.

The emphasis at all times is on value, quality assurance and a clear, straightforward client interface at every level. Every process is supported by careful use of the latest technologies, but for us, Recruitment is about people, so instant access to our consultants is essential.

Supplementary Agencies

We will ensure that all demand is catered for by enlisting the services of second tier suppliers carefully selected from current framework agreements.

Should specific vacancies need additional support; the vacancy will be cascaded down so that the requirement is suitably covered. All bookings will however be managed via our own in house contracts team in order to maintain a single point of contact.

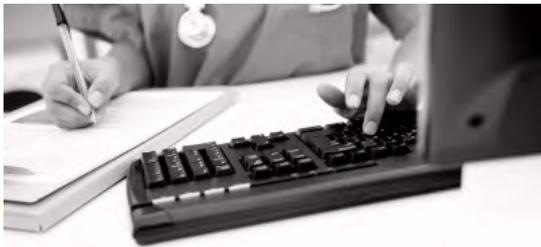
If a client has a specific desire to continue working with other independent agencies, we will do everything possible to ensure continuity, providing that the agencies in question are framework approved. Mechanisms are in place to promptly vet and make efficient use of additional agencies' capacity.

We are also happy to factor other SME's into secondary supply providing they are approved and have genuine healthcare recruitment knowledge and experience.



Recruitment Processes

The Placement Group provides a hub with a single point of contact for telephone, fax or web based requests for staff. This then directs the request to the appropriate specialist agency for fulfilment. When appropriate candidates are identified, CV's are collated and sent via the contracts hub to clients for review and selection.



Timesheets

State of the art web based timesheet submission creates substantial savings for all parties, whilst providing high levels of clarity, for example, clients will be able to access real time data on agency staff usage at any time. Alternatively, if preferred, paper based timesheets can be used.

Invoicing

Invoicing procedures are fully tailored to suit clients' specific requirements, with a single point of contact. Invoicing can be simplified, working to a weekly schedule.

Management Reports

The Placement Groups IT systems are underpinned by a highly sophisticated Vendor Management software package, which can provide clients with comprehensive, up to the minute management information (MI). Fill rates; spend analysis, rate uniformity and recruitment trends are just examples of reports which can be made available; all of which are monitored and analysed on a regular basis to assess their effectiveness.

Upon contract award, a 'work and risk' strategy is established to ensure that the transitional period is as seamless as possible. This would be conducted via regular meetings between the client's representatives and our appointed Account Manager to iron out any initial operational issues.

This process would typically be conducted in three key stages:

- Evaluation of your current circumstances
- Propose strategies
- Agree preferred strategy

Regular meetings would be held with the contract's principals to empower us to implement the agreed strategy. This will involve, as appropriate:

- Frequent implementation meetings with key staff
- Agency staff transfer strategy
- Advice on TUPE issues
- Selection of framework approved second tier agencies
- Appointment of Account Managers
- Presentations to wider NHS staff groups
- Workshops for agency staff
- Explanatory documents for NHS staff
- Explanatory documents for agency staff
- Additional support as required



NHS MANDATORY CHECKS

As a private organisation operating in the public sector, we fully acknowledge our social responsibility and develop extensive recruitment campaigns that compliment our meticulous vetting and quality procedures.

Every agency associated with The Placement Group will have fulfilled the rigorous quality requirements as set out in the specific Framework Agreement. In addition, framework approved agencies are also audited at regular intervals (frameworks audit team) to ensure continuity of quality.

The Placement Group's candidate vetting procedures* meet and exceed NHS Employers legal requirements, and include:

- [Employment history](#)
- [Qualifications verified](#)
- [Reference checks](#)
- [Professional registration](#)
- [Verification of identity](#)
- [Immigration status](#)
- [CRB checks](#)
- [Health screening](#)

In addition, The Placement Group companies are active members of the Recruitment and Employment Confederation (REC), which keeps its

membership up to date with employment law and provides a wide range of training services, all designed to enhance quality standards.

* Software includes automated alert mechanisms for annual updates such as CRB, vetting, vaccinations, etc., to ensure continual compliance.



ASSESSMENT AND REVIEWS

Quality of provision will be assessed through a range of mechanisms established during the implementation phase. We use Key Performance Indicators (KPIs), setting measurable objectives

To review performance on a regular basis to ensure the contract maintains its dynamism. KPIs will include:

- [Response times](#)
- [Fill rates](#)
- [Candidate quality monitoring](#)
- [Service failures](#)
- [Financial performance monitoring](#)
- [Performance of recruitment teams / consultants](#)

The Placement Group will maintain a centralised management reports library, to which a full range of reports can be made available on request or for performance review meetings.



CONTACT DETAILS

For further information and a comprehensive review of your organisation's needs please contact The Placement Group using the details below.

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