



Peninsula Health Presentation

**Medical Officers Bank
Initiative**

**Peter Naughton – Manager
HMO Support Unit**



Medical Officers Bank

- Commenced December 2004
- Created Peninsula Health Internal locum service
- Addressed:
 - Difficulty sourcing suitable junior medical staff to fill short notice vacant shifts in rosters and some hard to replace shifts (mainly at Registrar level)
 - Continuity of patient care and safety
 - Cost pressures associated with medical locum agencies

Implementation



- One part time (0.8EFT) staff member co-ordinator appointed
- Active recruitment and support of medical staff – knows members well
- Currently 225+ members
- Most members are current or ex full time staff – know health service, policies, other staff etc
- Experience levels – Intern to Registrar, some local GPs
- Safe hours requirements for staff carefully monitored
- Remuneration structure very competitive



Achievements

- Average 1200+ hours MOB allocation per month
- Satisfaction levels high – Clinical Directors/senior staff actively support initiative, far fewer uncovered shifts, MOB staff know wards, patient safety improvements as rated by reduced incident reports
- MOB members themselves happy with service
- Cost reduced – savings achieved to EOFY 06-07 – estimated \$840K
- External locum hours reduced to near zero



Future

- MOB now an important and integral part of medical rostering and support operations
- “Steady state” achieved over last 12 months or so
- Consideration to possible roll out at other Health Services – preliminary discussions recently held with Warragul Hospital Medical Director