



RPO

CASE STUDY

Dedicated Nurse Sourcing Support for a UK
Healthcare Staffing Agency

Service: Candidate Sourcing (Healthcare Recruitment Support)

Engagement Type: Monthly Capacity-Based Sourcing Support

Client Type: UK Healthcare Staffing Agency

Geography: United Kingdom

Hiring Focus: Registered Nurses (RGN, RMN, Community)

Demand Pattern: Continuous, multi-region nurse requirements

Client Background

The client is a UK-based healthcare staffing agency supplying qualified nursing staff to:

- NHS Trusts
- Private hospitals
- Care homes and community healthcare providers

Key operating characteristics:

- Framework-led hiring environment
- Ongoing, rolling nurse demand rather than one-off roles
- High competition for qualified nurses
- Strong emphasis on compliance, readiness, and availability

The agency's recruiters were responsible for compliance, interviews, and placements, but sourcing had become the primary bottleneck.

The Challenge

The agency faced persistent sourcing capacity constraints, including:

- Difficulty building consistent nurse pipelines across regions
- Recruiters spending excessive time sourcing instead of progressing candidates
- Delays in responding to urgent staffing requests
- Limited visibility into nurse availability and readiness
- Pressure to maintain compliance discipline while moving fast

These challenges resulted in:

- Missed or delayed submissions
- Increased recruiter workload
- Lost opportunities in high-demand regions

Objectives

The agency needed a **reliable sourcing partner** who could:

- Act as a behind-the-scenes extension of their recruitment team
- Build and maintain nurse pipelines aligned to UK hiring realities
- Improve time-to-submit without compromising standards
- Support multiple regions and nurse types simultaneously
- Operate under a predictable monthly cost model

Our Engagement Model

Outsure Global was engaged on a monthly capacity-based sourcing model, providing dedicated nurse sourcing support rather than placement-based recruitment.

The focus was on:

- Pipeline creation
- Readiness screening
- Recruiter enablement

All clinical verification and compliance checks remained with the agency.

Our Approach

Role Intake & Compliance Alignment

For each nurse requirement, we aligned on:

- Nurse category (RGN, RMN, Community, etc.)
- Region and preferred travel radius
- Shift patterns (day, night, rotational)
- Minimum experience expectations

At sourcing stage, we screened for **compliance readiness signals**, including:

- Active **NMC registration status** (self-declared, status checked)
- UK right-to-work declaration
- Willingness for **DBS**, occupational health, and reference checks

Clinical verification and formal compliance checks were performed exclusively by the agency.

Nurse Talent Mapping & Market Research

We conducted region-wise nurse market mapping to:

- Identify active and passive nurse talent pools
- Understand availability patterns by geography
- Prioritize sourcing based on urgency and demand density

Tools & sources used:

- Healthcare-focused job boards
- CV databases approved by the agency
- LinkedIn Recruiter (where relevant for senior/community roles)



Active Nurse Sourcing

Execution included:

- Proactive outreach to qualified nurses
- CV screening focused on specialty and experience
- Initial validation of:
 - Availability
 - Preferred shifts
 - Location flexibility

Candidates were bucketed internally as:

- Immediately available
- Available within 2–4 weeks
- Future pipeline

Shortlisting & Submission Support

Each shortlist included:

- Candidate CV
- Specialty and experience summary
- Location and shift preferences
- Availability and readiness indicators

Delivery cadence:

- Weekly structured shortlists per region
- Rapid submissions for urgent staffing needs

Feedback Loop & Pipeline Optimization

We worked closely with recruiters to:

- Track shortlist acceptance rates
- Refine sourcing filters
- Improve candidate relevance over time

This resulted in progressively stronger pipelines and faster downstream movement.

Scope of Work

- Nurse candidate sourcing
- Region-wise talent mapping
- CV screening and readiness checks
- Shortlist preparation
- Pipeline tracking and weekly reporting

Roles Supported

- Registered General Nurses (RGN)
- Registered Mental Health Nurses (RMN)
- Community and Care Home Nurses

Results Achieved (First 90 Days)

- Consistent nurse pipelines across multiple UK regions
- Improved time-to-submit for urgent requirements
- Reduced sourcing workload for onshore recruiters
- Better preparedness for sudden staffing spikes

The agency was able to:

- Respond faster to client requests
- Maintain compliance discipline
- Scale sourcing capacity without increasing recruiter headcount