

SHIFT ECONOMICS REPORT | PREVIEW

The Hidden Cost of Manual Shift Management

How integrated staffing reclaims profit, people, time and quality.

Co-authored by Care Hires & Care Home DigiHive

carehires.

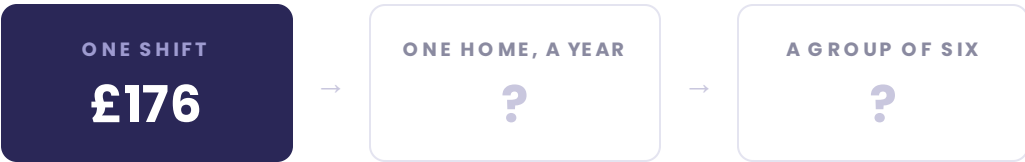


The cost of a shift isn't the rate on the invoice.

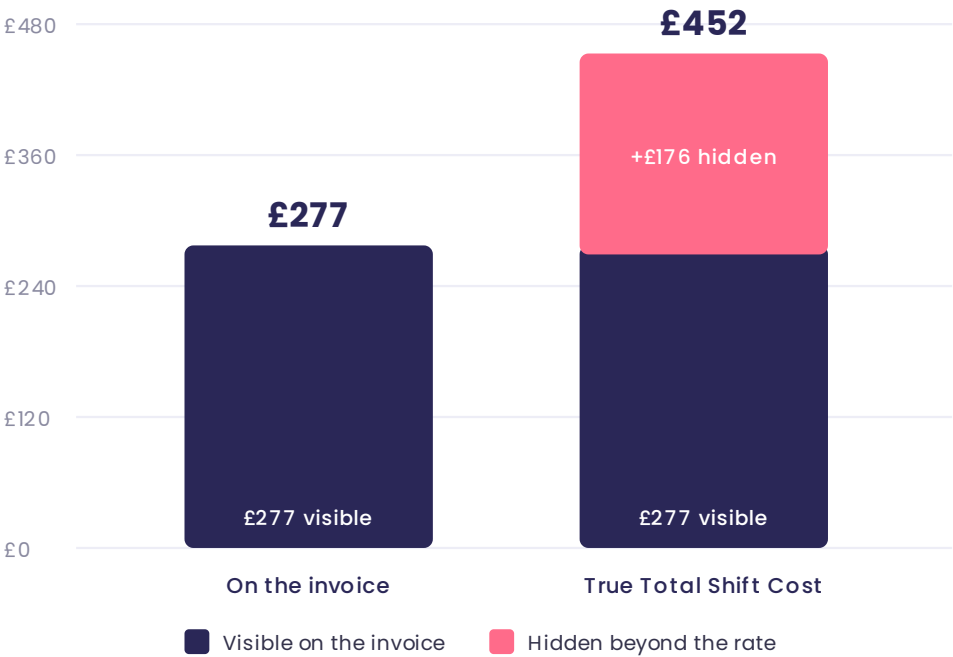
When a shift drops and internal cover can be found, rostering software handles it well. When it can't, a second workflow kicks in: bank coordination, agency sourcing, compliance checks, rate comparison, reconciliation. It runs on emails, phone calls and spreadsheets, it is almost invisible on the P&L, and it is where the real money leaks out.

Total Shift Cost makes that leak visible: the full economic footprint of one filled shift. A short-notice agency shift that looks like **£277 on the invoice actually costs around £452.**

These figures come from a real 40-bed home in the south of England, with a long-standing manager and genuinely good negotiated rates. Even there, more than a third of the true cost of every shift never showed up in reporting.



A 40-bed home fills hundreds of agency shifts a year. The report puts a number on all three.



£277

what the invoice says

£452

what the shift costs

£176

never appears anywhere

THE TAKEAWAY

Five components. Only two ever reach your invoice.



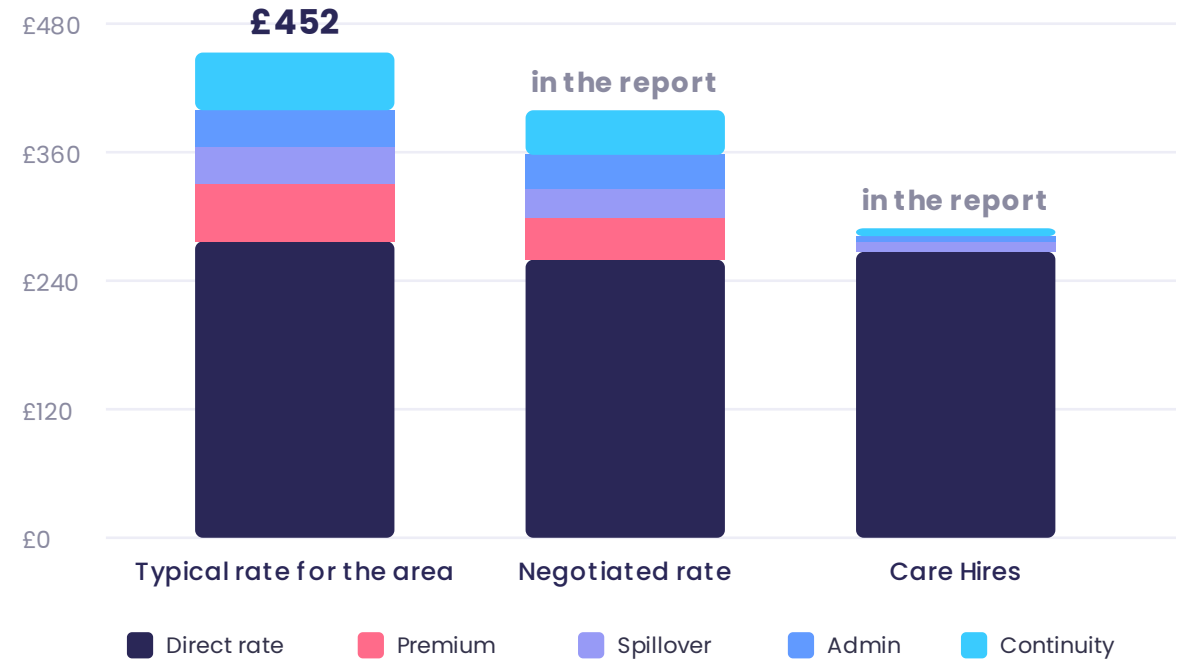
A strong rate card feels like control. It is only ever managing one of the five.

Negotiating a better rate saved

£18
per shift

Fixing the whole workflow saved

6×
more than that



The same shift, run three ways. Squeezing the rate moves the bottom block. Everything above it is what the report costs out, line by line.

GET THE FULL REPORT

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Now go and find your own number.

01 The full Total Shift Cost model, costed component by component

Every line of the model, with the loaded manager and coordinator rates, the on-cost multiplier and the VAT treatment published in full, so you can rebuild it against your own numbers rather than take ours.

02 The two-workflow trap and the internal-first cascade

The eleven steps a manager actually runs when internal cover fails, and four tiers from redeploy to open market, ranked by what each costs you in money and in continuity.

03 The complete three-way comparison, line by line

Typical, real-world and integrated, including every figure held back from this preview and what the difference is worth over a year and across a group.

04 The four-pillar self-assessment, scored

Thirteen statements, one score out of 65, four operating bands and what to do next in each.

05 The Total Shift Cost calculator, released with the report

Put in your own rates and shift volumes and get your figure, per shift and per year, in about a minute. Not available before then.

INCLUDED WITH THE REPORT

Score your service in 5 minutes.

Thirteen statements across profit, people, time and quality. One score out of 65, four operating bands, and a clear read on which pillar is costing you most. Built to be taken into a leadership conversation.

REGISTER YOUR INTEREST

carehires.com/total-shift-cost-preview

Name, email, organisation. We will send the report, the four-pillar self-assessment and the Total Shift Cost calculator the moment they publish.