**Subject: Urgent Action Needed to Safeguard NHS Staffing in [Location]**

Dear [MP Name],

I hope this email finds you well.

I am writing to you as a constituent and on behalf of **[Agency Name]**, a healthcare recruitment agency that specialises in supplying compliant, well-trained staff to the NHS. Our work is particularly crucial during periods of high demand when emergency staffing is essential to maintain safe levels of care.

We are deeply concerned about the impact of forthcoming policy changes in April which will significantly increase our costs and believe there is an urgent need to review the rate card for hiring into the NHS. With rising costs—including increases in National Insurance (NI) and the forthcoming rise in the National Minimum Wage (NMW) - **[smaller – delete if not applicable]**, localised, specialist agencies like ours now face the very real prospect of operating at a loss. This threatens our ability to continue providing the vital staffing that the NHS needs to deliver essential services.

We have been repeatedly reassured by NHS England that a review of the rate card is imminent, yet we are now in April - the only update has been to increase the charge rate for supplying staff at the NHS Bands 2 and 3. Urgent action is now required to avoid a staffing crisis.

**Agencies Play a Vital Role in Supporting the NHS Workforce**

**[Small and medium-sized (SME) – delete as applicable]** agencies, such as **[Agency Name]**, meet critical local and specialist staffing needs for the NHS. We provide essential roles that ensure safe staffing levels across wards and services.

Despite adhering to the highest standards of compliance, safeguarding, and training to remain on NHS frameworks, the rising cost of doing business—combined with static rate cards—means that many agencies now face an unsustainable financial situation. Without intervention, many of these agencies will be forced to withdraw from NHS supply frameworks, leading to dangerous gaps in staffing and compromising patient safety.

**April: A Critical Pressure Point**

The situation is particularly urgent as several converging pressures will come to a head in April, including:

* National Insurance Increases: The rise in employer NI contributions adds further financial strain.
* Minimum Wage Increase: While higher wages are essential for retaining staff, these increases are not reflected in the current rate cards.
* Compliance and Training Costs: Agencies like ours invest heavily in compliance and training to meet framework standards, yet these costs are not accounted for in the existing rate structure.

Without immediate intervention, these cost pressures will make it impossible for agencies to continue supplying staff without incurring financial losses—particularly in lower-paid but equally vital roles.

**Risk to NHS Safe Staffing Levels**

If **[smaller – delete if not applicable]** agencies are forced out of the framework, the NHS will face a very real risk of failing to maintain safe staffing levels. Agencies play a crucial role in providing emergency staffing during surges in demand. Losing this capacity would have devastating consequences for patient care and workforce stability.

**A Local Case Study**

To highlight the real-world impact of these challenges, I would like to share a local case study from **[insert local example],** demonstrating how rising costs and inflexible rate cards are affecting agencies on the ground.

**Urgent Action Required**

I urge you to raise this critical issue with the Department of Health and Social Care and NHS England as a matter of urgency. Immediate action is needed to:

1. **Review and Update Rate Cards:** Rate cards must be updated to reflect the true cost of employment, including rising wages and NI contributions. This review is essential to safeguard agencies that play a vital role in filling staffing gaps in local and specialist areas.
2. **Maintain Safe NHS Staffing Levels:** Rate cards must remain fit for purpose to prevent staffing shortages that could compromise patient safety.

Thank you for your attention to this pressing matter. We would welcome the opportunity to discuss this issue further and provide any additional information that may assist in securing a sustainable future for the NHS workforce.

Best wishes,

[Your Name]  
[Your Position]  
[Agency Name]  
[Contact Information]