

Date: 07/11/2016

FREEDOM OF INFORMATION REQUEST FOI/013071 – Rostering/staffing systems

1) Does your trust (or has your trust plans to) use any electronic systems in relation to human resource activities, rostering/timetabling staff, or recruiting/provisioning for locums. -

Yes we use a rostering system to record allocating shifts, recording sickness, annual leave and study leave

2) If so, for each system your trust uses, please provide the following:

A) What is the name of the software - Exemption (43) has been applied given it is commercially sensitive in that providing the information may compromise information security. Therefore it is not in the public interest to provide

B) How much did the system cost / how much will it cost. - Commercially sensitive information exemption section 43

C) When was / will your system be deployed ("go live" date) - April 2013

D) What are the main functions of the system (e.g. Recruiting nursing staff, timetabling junior doctors, etc.) - Allocating shifts to all clinical staff, Managing Temporary Staffing, and paying staff.

3) If data exists, for each system, please indicate:

A) What cost savings were projected at deployment of the system - As a lot of rosters were done paper based previously therefore quantification of savings predicted was not carried out.

B) What cost savings are being realised by the system in actuality - As a lot of rosters were done paper based so proving deliverables of savings were difficult and not accurate. What the system does provide is clear electronic data on how staff were used, where they worked, ensuring safe staff levels. Escalation and redeployment of staff. what shifts worked and we can now determine costs for all other non-work variable elements, such as sickness, additional duties, study leave, other leave, such as compassionate leave etc. All hours of every employee in rolled out areas are recorded. Ability to match roster plans to budgets and understand how use of staff can cause overspends and pressures and how savings can be made against planned budgets. This detailed level of metrics provides a view on what is occurring in services and departments.

The Trust also uses an ESR system. The system is national within NHS England and there are currently no costs. It was deployed in 2004 and it covers areas such as employee information and pay with the opportunity for managing appraisal, mandatory training, absence and employee relations information. We are currently considering whether to extend the remit of ESR to support management self service but no decision has been made at this time and a business case will be developed if this is an area we wish to pursue