NHS

SMART
A Kronos Solution

SMART's Workforce Efficiency Assessment

Average annual savings of £35k per ward or £1200 per employee can be achieved by NHS organisations optimising their workforce using eRostering.

A **FREE initial consultation** using SMART Workforce Efficiency Assessment (WEA) does exactly what the name suggests. We undertake a detailed analysis of your organisation's shift patterns, rostas and local staffing agreements in order to assess the best working practices suitable to your circumstances. This information is presented in a comprehensive report that includes our recommendations for future working patterns.

Each assessment is carried out by one of our optimisation experts, all of whom have extensive experience working within the NHS and will optimise all available skills to meet the requirement of each ward or location, whilst adhering to WTD within the workforce.

Analysis of data gathered by SMART whilst providing its Workforce Efficiency Assessment (WEA) services to customers during the implementation of eRostering and bank management systems found average savings, of £35,000 per ward per year or £1,200 per employee per year. In some cases the highest potential savings were in excess of £100,000 per year per ward or £4000 per employee per year.

In addition to this, our NHS customers have found that a SMART WEA can be invaluable when developing new employment contracts as it allows them to collaborate more effectively with both staff and unions.

To help you identify where you can potentially make savings on the costs of managing your workforce, a SMART WEA can help you identify those areas that would benefit from improved efficiency when implementing an eRostering solution.

Who would benefit from a SMART Workforce Efficiency Assessment?

■ **Any NHS organisation seeking to optimise their workforce efficiency and make significant savings on their management costs.**

What does a SMART Workforce Efficiency Assessment provide me?

- An analysis of how effective your existing rosters and workforce plans are in meeting your staffing requirements. This allows you to gauge the gap between your current position and your desired outcome based upon real evidence.

- Information to help you decide on the need to introduce a 'Roster Policy'.

- Key input into your organisation's 'Productive Series' initiative.

- Detailed and accurate financial analysis of the cost of staffing by ward or department.

- Analysis by ward or department of:
  - WTE statistics
  - Headroom by reason
  - Establishment hours and contracted hours fulfilment
  - Shift fulfilment against staffing requirements
  - Staff requirement compared to DoH bed dependency metrics
  - Fulfilment compared to DoH bed dependency metrics
  - Contracted hours utilisation
  - Fairness for shift allocation
  - Bank and agency requirement analysis
  - Measurement against KPIs

- An indicative comparison of your existing workforce plans against rosters produced automatically by our SMART eRostering solution.

When should I have a SMART Workforce Efficiency Assessment?

- As early as possible – to assist your organisation in understanding the potential benefits of reviewing and changing workforce planning approaches.

- During the creation of a Business Case – to demonstrate the benefits of an eRostering change management programme and to ensure that these benefits are based on specific evidence gathered from your organisation's current working practices.

- At the point of implementing an eRostering change management programme – to provide a baseline for benefit realisation and measurement.

- Throughout the lifecycle of an eRostering implementation – to measure continuous improvement and to provide valuable information for reviews under 'productive ward' and 'productive series' initiatives in line with Trust Rostering policy.

SMART is a leading provider of web-based solutions for workforce management. For over two decades, we have been helping our customers to achieve agility and cost efficiency from their greatest asset – their people.

SMART's integrated solutions for workforce management provide efficient people management anywhere in the world. Developed using Microsoft .NET technology, our zero-footprint web solutions are flexible, reliable, scalable and easy to implement.

From time and attendance through to workforce planning, scheduling, absence management and comprehensive automated reporting, the SMART solution suite offers a wide breadth and depth of functionality. Whether fully installed on site, delivered as a managed or hosted service, the architecture enables organisations to focus on specific areas of priority, and reconfigure the system to meet new challenges.

The core systems are of leading-edge design, enabling planning, data capture, alerts and authorisation to take place anywhere and everywhere you need it. Web-based advanced self-service, touchscreen kiosks and mobile activation via telephony and PDA, ensure that employees can interact with the system wherever they may be.

To book your FREE assessment for a department of your choice go to www.smart-rostering.co.uk or call +44 (0)1438 822 221

SMART
- **t:** +44 (0)1438 822 222
- **f:** +44 (0)1438 822 240
- **e:** info@smart-workforce.com
- **w:** smart-rostering.co.uk

Making People Count.