Health**Roster** Nursing

HealthRoster Nursing is the most commonly used e-rostering system in the NHS. More than just e-rostering, HealthRoster Nursing is designed to not just automate roster creation but to make better rosters for both patients and staff alike. The application is designed to ensure that the full benefits of e-rostering are realised, and that follow-on processes - including bank and payroll processing - are also significantly improved.

Key benefits

- One-screen, one-click' approach - the nurses choice
- Rosters all staff, substantive and temporary, and integrates with the leading bank solutions
- Delivers significant ROI, with KPI reporting and our proven benefits realisation programme
- Delivers integrated rostering with doctors and other staff groups, for joined-up, multi-disciplinary working
- Location-based rostering handles complex areas such as theatres and clinics
- Integrates with other HealthSuite applications such as e-Expenses
- Features the largest e-rostering community, sharing experiences and support via regional, national and online user group

HealthRoster Nursing Background

In an environment characterised by increasing pressure to reduce clinical risk, cut costs and improve patient care, the efficient provision of appropriate nursing resources is vital. However, the rostering of clinical personnel is hugely complex, collecting information to build and manage staff rosters is difficult, and many organisations still use paper-based systems comprising widely separated silos of information.

"We have identified quantifiable savings already... we are already achieving the reductions we wanted to achieve, and within the next five years on ward areas alone we will achieve £2.2 million savings"

Mark Elmore,
Deputy Director of HR,
NHS Isle of Wight

Inevitably, rostering process difficulties often result in management and nursing teams 'fire-fighting' to ensure that the right staff are on hand to deliver optimal patient care, and in low staff morale due to recurring requirements for staff to work inappropriate or anti-social shifts.

HealthRoster Nursing Capabilities

The preferred choice for nurses HealthRoster Nursing is the most commonly used e-Rostering system in the NHS partly because it is the application preferred by users. Exceptionally powerful tools are delivered via a deceptively simply 'one-screen, one- click' user interface that allows nurses to interact quickly and move on to other nursing tasks.

In addition, HealthRoster Employee Online (EOL) gives staff a single, easy website with which to manage their working lives, enabling them to view rosters, make duty, leave and study requests, view and manage bank bookings and check timesheets. Even better, EOL Mobile allows staff to view their rosters anytime, anywhere, via smartphone technology.

Benefits Realisation At Allocate, we understand that simply automating a manual process won't necessarily provide all the benefits that e-rostering should deliver, so we do things differently:

- HealthRoster Nursing features Key Performance Indicators throughout the process, giving both roster creators and managers visibility of the safety and efficiency of rosters, and of how they can be improved.

- Our unique Benefits Realisation Programme identifies and focuses on readily achievable benefits while leading on to optimum efficiency.

Joined-up rostering for all staff groups Uniquely, HealthRoster Nursing integrates with other staff group rosters. This consolidated view helps teams to work together, smarter. For instance, when a consultant cancels a clinic, the application ensures that the impact on nurses is managed effectively.

Integrated with the market-leading bank system in the UK and also with NHSP Rostering doesn't stop with substantive staff, and neither does HealthRoster Nursing. The application helps to ensure that shifts are filled by appropriately skilled staff at all times - whether substantive, bank or agency - by linking directly with HealthRoster BankStaff or NHSP. Managers benefit from making bank requests directly from the roster, and from seeing bank and agency assignments as part of the roster, while bank office staff receive requests that are more timely, and are able to easily check against substantive duties for WTD compliance.

Multi-location rostering Uniquely, HealthRoster Nursing manages not just when a nurse is working but also where - within a single roster. This facility is key for complex rostering areas such as theatres, clinics and community staff, where visibility of the 'where' of working, and of unfilled duties is crucial to delivering care.

Two-way integration with ESR
The robust HealthRoster interface with ESR streamlines burdensome administrative processes, and improves the accuracy of pay and HR data.

"The bottom line with HealthRoster interfaces to ESR is that they work - and have done so without fuss since 2007. When it comes to pay, confidence in the interfaces is paramount, and I have that confidence."

David Booth - Head of ESR National Interfaces

"After a robust review of a number of solutions we selected HealthRoster to help us realise the benefits from the wide range of features available with this solution. There are benefits to be realised for patients and staff... a particularly useful feature of HealthRoster is its ability to link ESR data, the temporary staffing bank and payroll processes to rosters."

Nichole Day, Chief Nurse at West Suffolk Hospital NHS Trust

Key capabilities include:

- **Simple roster creation and maintenance** - both in regular wards and highly complex areas such as theatres, A&E and Maternity.

- **Real-time rules engine** - highlights unsafe or unfair working as soon as a duty is assigned, even highlighting rules around absence, such as required referrals to occupational health.

- **Bank and agency integration** - integrates with BankStaff or NHSP to ensure that all vacant duties are filled in the most efficient and safest way.

- **Automated timesheets** - auto-generation of enhanced hour payments using Agenda for Change, replacing a day-long manual process with the click of a button.

- **Payroll integration** - sends pay and absence data using well established ESR interfaces, reducing the administration burden and increasing accuracy.

- **Roster Analysis** - objectively shows if the roster is 'good'- i.e. safe, fair and efficient - via Key Performance Indicators (KPIs).

- **RosterPerform** - an integrated web-based management dashboard that highlights rostering issues across the whole organisation.

- **Meeting Patient Needs** - shows if you have the right staff to meet patient needs, based on Hours Per Patient Day (HPPD).

HealthRoster Nursing Benefits

- **Improved patient care** - by ensuring that correctly skilled staff are on duty, and increasing time to care.

- **Increased time to care** - releases more time for frontline care by automating administrative tasks.

- **Reduced costs** - highlights and reduces avoidable costs by better utilisation of the workforce.

- **Increased operational intelligence** - unrivalled transparency of staffing issues helps to fix problems before they impact on services.

- **Reduced back office costs** - streamline operations by automating payroll and absence processes.

- **Reduced dependency on bank and agency staff** - delivering cost savings and improved continuity of care.

- **Increased staff satisfaction** - involve staff more in the rostering process with Employee Online, and manage contentious working issues fairly.

- **Reduction in absenteeism and lateness** - increase roster satisfaction with a fair and transparent process and reduce fatigue due to poor rostering.

- **Improved payroll accuracy** - by automating enhanced pay and directly interfacing to ESR.

ALLOCATE

For more information about HealthRoster please contact your Allocate Account Manager or visit www.allocatesoftware.co.uk

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