

# Adaptable, people-focused solutions for a diverse workforce.

Effectively plan and deploy  
Allied Health Professionals,  
healthcare scientists and  
advanced practice clinicians.



ALLOCATE

A woman with long dark hair, wearing a blue uniform, is assisting a young child with a red walker. The child is wearing a striped shirt and pink pants. They are in a bright, clinical setting with large windows in the background.

## At Allocate, we care about helping people deliver the best healthcare.

We're here to support organisations with the implementation and delivery of job planning, rostering and schedules for the entire multi-disciplinary workforce.

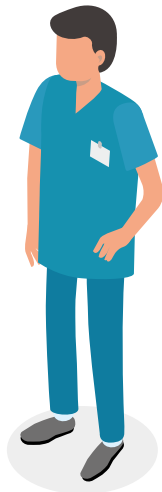
This includes Allied Health Professionals (AHPs), healthcare scientists and advanced practice clinicians.

# Delivering the best healthcare

Modern health and care is complex. It is delivered via multiple staff groups and clinical disciplines working in chorus across a patient or service user pathway.

## The whole team counts

These staff groups extend beyond doctors and nurses, including many other roles ranging from therapists and dieticians to pharmacists, pathologists and beyond.



## The right team, in the right place, at the right time

The crucial impact the wider workforce has on care delivery is so well understood that the recent Long Term Plan by the NHS in England outlines that it expects all of its organisations to electronically job plan and roster all staff including Allied Health Professionals (AHPs), healthcare scientists and specialist or advanced practice clinicians.

This is echoed in the NHS Improvement Levels of Attainment in England, which encourages organisations to roster all clinical staff and job plan all out of ward clinical staff.

We believe that offering tailored, end-to-end solutions will help organisations achieve these levels. As our software provides a flexible approach depending on individual circumstances, we can meet the needs of various teams and care models in all settings.

## Intelligent software

Healthcare organisations across the globe know the importance of AHP roles and are looking for ways to deploy staff in a fair and safe manner using intelligent software.

Intuitive digital systems will allow organisations to embrace new, efficient care models that enable the maximum positive impact on patient care.

# Solutions enabling teams to provide better care in all settings

How well AHPs, healthcare scientists and advanced practitioners are planned and deployed can affect the likelihood of a timely discharge, fast lab results or even the effectiveness of a patient pathway. These outcomes can mean the difference between successful recovery or the need for long-term care.







## Applying simple solutions across all staff groups

Our solutions work across care settings and even across health economies providing visibility.

What is more, our solutions can be adapted to meet the specific needs of these settings whether that be for hospitals, primary or community care, mental health and beyond.

The diagram opposite highlights some of the roles and various workforce settings where electronically job planning and rostering can make a difference.

## Key

-  JOB PLANNING
-  SHIFT-BASED ROTA
-  ACTIVITY-BASED ROTA
-  CARE SCHEDULING



**HOSPITAL**  
WARD  
ADVANCED NURSE  
PHARMACIST  
THEATRE  
ADVANCED NURSE



**SCHOOL**  
PHYSIOTHERAPIST  
SPEECH AND LANGUAGE  
THERAPIST



**CLINIC**  
DIETICIAN  
PHYSIOTHERAPIST



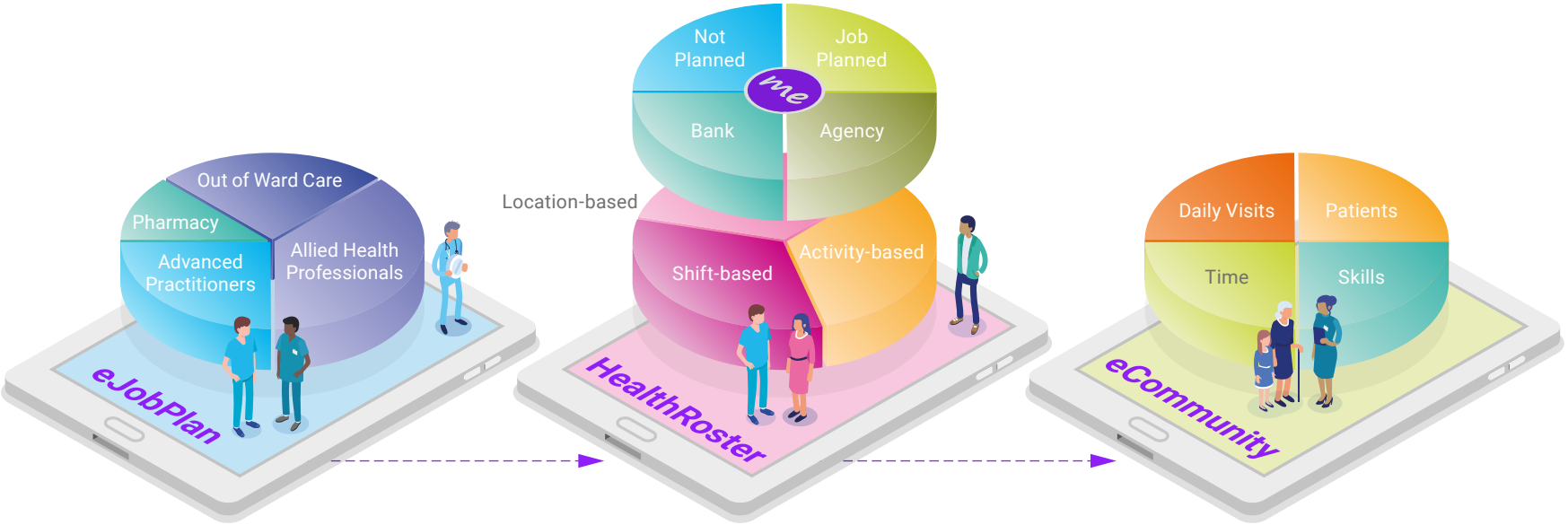
**MENTAL HEALTH TRUST**  
ADVANCED NURSE  
CLINICAL PSYCHOLOGIST



**COMMUNITY**  
ADVANCED NURSE  
CLINICAL PSYCHOLOGIST  
DIETICIAN  
PHYSIOTHERAPIST



**PRIMARY CARE**  
ADVANCED NURSE  
DIETICIAN  
PHYSIOTHERAPIST



	eJobPlan	eRostering		Temporary staffing			Community scheduling	Safe staffing
		Shift- and location-based	Activity-based	Bank	Direct engagement	Vendor management		
Dietitian								
Occupational Therapist								
Pharmacist								
Clinical Psychologist								
Physiotherapist								
Community Physiotherapist								
Advanced Nurse								
Speech/Language Therapist								

## Key

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### **eJobPlan**

Develop personalised job plans to ensure individual activity is aligned to service plans.

### **HealthRoster**

View rostered staff by various time and/or location-based filters.

### **eCommunity**

Intelligently manage and view daily appointments, matching available staff to patients.

# Managing AHPs, healthcare scientists and advanced practitioners

AHPs, healthcare scientists and advanced practitioners are a diverse group of professionals. Our solutions enable individual organisations to flexibly apply eJobPlan, eRostering, temporary staffing and community scheduling software as needed.

## **Bringing the workforce together**

Understanding the skills of this diverse workforce and matching these accurately and effectively to care needs is critical. Allocate's solutions use highly sophisticated skills and rules engine to help ensure the right people are deployed based on patient and service user needs.

## Electronic Job Planning

eJobPlan helps to ensure individuals' clinical activity is aligned to service plans and therefore, patient needs.

It serves to help organisations better understand the clinical contribution of the non-medic workforce as well as protect time required for vital support activities such as training and development.

With eJobPlan you can:

- Remove the admin associated with job planning to save time for administrators and clinicians
- Track round-based or continuous job planning
- Standardise job plans and the way hours are calculated while preserving a tailored approach for more complex individuals and teams
- Align service plans, individual job plans and pay
- Tailor activity language by individual services within a standard framework benchmark
- Create job plans iteratively and collaboratively
- Integrate eRostering to easily turn job plans into operational rosters and clinical schedules

## Electronic Rostering

HealthRoster and ActivityManager are the most comprehensive healthcare-specific rostering platforms.

Staff can be scheduled by a combination of shift, location or activity-based views.

By eRostering you can:

- Schedule with a one-screen, one-click approach
- Roster and manage staff (including leave) with the intuitive Me app
- Bring AHP, healthcare scientists and advanced practitioners into an organised, single view of staff levels, including substantive and temporary
- Ensure safe, fair and productive rosters with our sophisticated skills and rules engine
- Tailor rules and demand templates to meet specific team needs
- Auto-roster to remove hours of admin and create accurate rosters faster
- Unique KPI reporting uses highly visual gamification to help guide roster creators to approve safe, efficient and fair rosters





# Temporary Staffing

We provide solutions for the different types of temporary staff; from bank staff and staff on collaborative banks, to directly engaged contract staff as well as those from agencies.

Central to our solutions is cascade roster management. This ensures gaps are sent in a timely manner to the right temporary staffing group, at the right time. Further integration with our eRostering software offers end-to-end solutions and complete visibility.

Temporary Staffing solutions for the AHP, healthcare scientist and advanced practitioner workforce include:

- **BankStaff**  
The UK's leading solution used to build and operate internal staff banks
- **CloudStaff**  
Extending the power of internal staff banks to regional collaborative banks.
- **247DirectEngage**  
Software to manage the work and payment of directly engaged temporary staff that are not on the bank
- **247AgencyManager**  
Software to ensure accurate invoicing when staff are supplied by an agency

# Community Scheduling

Many AHPs and advanced practitioners deliver care outside of hospital settings. eCommunity can manage the daily care schedule for these roles.

The software aids accurate and efficient workload planning and delivery to improve levels of care.

With eCommunity you can:

- Provide an intuitive mobile experience and remote access for community workers via smart phones and tablets
- Create robust schedules to avoid unachievable workloads, resulting in rushed patient treatments
- Reduce admin tasks (such as allocation time) and improve data collection so staff can focus on delivering care
- View all planned, daily home visits and optimal routes
- Maximise time and location efficiencies to reduce mileage reimbursements
- Identify underutilised and overstretched aspects of a community workforce
- Increase clinical productivity
- Collect detailed activity data to gain a stronger negotiating position with commissioners

## Case study: Aligning the AHP workforce with patient needs

St Helens and Knowsley Hospitals NHS Trust implemented eJobPlan, eRostering and ActivityManager for Allied Health Professionals.

### Understanding the workforce

The Trust's AHPs are based at a number of locations, spending much of their time out of ward in various clinics. The Trust wanted to understand when and where its staff were on-shift, what duties were being performed and at what capabilities, so it could see if these factors aligned with patient demand.

The Allocate support team worked closely with the Trust to help identify tasks that needed to be carried out on a daily basis. They also discussed expectations regarding attributable and non-attributable patient care with staff alongside anticipated personal development objectives. As the concept of electronic job planning and rostering was new to AHPs, this process ensured that everyone was aligned to the service needs of their particular departments in preparation for launching new staff management systems.

Following the introduction of HealthRoster and eJobPlan the Trust gained a more accurate, real-time overview of staff locations and skills sets by competencies as well as proficiencies. By electronically job planning its AHPs, the Trust is now able to monitor and know how much staff time is split between ward-based and out of ward activities in clinics, meetings or undertaking training. The Trust can also see which clinics are being attended to specifically plan for annualised activities when assigning staff.

## Helping to meet service demands

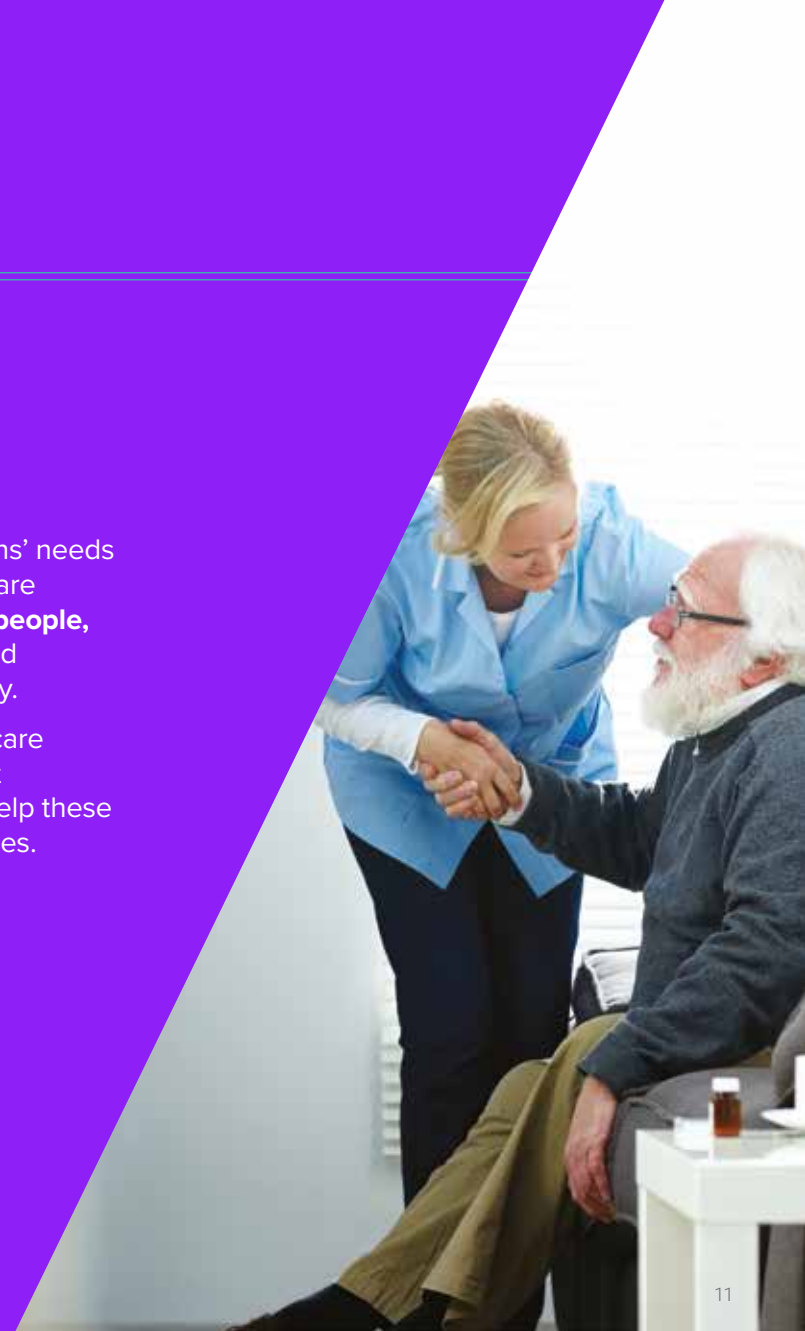
**Allocate helped to integrate the new software with existing processes. This allowed the Trust to view its entire workforce as a unified system. The Trust can now recognise available skill sets and if resources are being used effectively to meet short-falls in service demands. It can also identify skills shortages to highlight where training and development programs are needed.**

# Why Allocate?

We care about helping people deliver the best healthcare.

Through innovative workforce management technology we will help support organisations' needs today and tomorrow. Engaging their healthcare professionals to ensure they have **the right people, in the right place, at the right time**, deployed fairly and safely, and in the most efficient way.

Our software is used by hundreds of healthcare providers globally; we bring in-depth market knowledge and wide-ranging expertise to help these organisations solve their workforce challenges.





# ALLOCATE

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## **Right people, right place, right time.**

Workforce technology to help  
deliver better care and improve  
the experience of work.