

ESR Update

Monthly update from Programme Director, Jim O'Connell

Wave 6 the largest wave to date comprising 59 organisations and c113k employees completed their User Trial in December 2006. Preparations for cutover to ESR are being undertaken in two cycles. Cycle 1 organisations make their decision to go-live on 19 January 2007 and Cycle 2 organisations are due to make their go-live decision on 26 January 2007.

Wave 7 comprising 54 organisations and c109k employees finished their Local Solution Testing in December 2006 and their User Trial will commence in February 2007.

Wave 8 comprising 55 organisations and c103k employees successfully progressed through Readiness Assessment 2 in January 2007 and will commence Local Solution Testing in February 2007.

Wave 9 comprising 51 organisations and c120k employees successfully progressed through Readiness Assessment 1 and commenced the ESR implementation stage in December 2006.

Wave 10 comprising 50 organisations and c102k employees commenced Pre Requisite activities in November 2006 and will commence the ESR implementation stage in February 2007.

Time, Attendance and Rostering Solutions

Ongoing efforts to provide a range of Time, Attendance and Rostering solutions to the NHS are moving forward as the ESR Central Team and McKesson continue to work closely with SMART Human Logistics.

A bi-directional interface has been developed and tested which allows the transfer of information between ESR and SMART solutions.

There are three levels of functionality available from SMART:

- Level 1 functionality allows the electronic data capture of 'timesheet' information at line management level, supporting devolved data entry within the organisation (ward/department based staff entering enhancements, absence etc).
- Level 2 functionality provides electronic rostering functionality (thus replacing a paper based system), allowing automatic creation of timesheet data from rosters. Staff are also able to take advantage of self rostering.
- Level 3 builds on the level 2 solution, allowing automatic electronic capture of time worked, either by deploying a swipe card or by using biometric hand readers.



SMART level 3 is currently being trialed as a stand alone system at University Hospital Birmingham NHS Foundation Trust (UHB) on a number of wards and is proving popular with staff.

"Following a very successful pilot of the SMART Time and Attendance/Self-Rostering system in seven wards across UHB, there are now plans to roll-out the system more widely across the Trust. The roll-out will be carefully phased to ensure a successful implementation. It is anticipated that the system will be fully operational across all UHB wards by the autumn," said Mark Radcliffe, part of the UHB partnership with Xchanging.

"A successful roll-out will require

close liaison between all the various parties involved including SMART, the NHS ESR Team and McKesson.

"Once final approval for the business case has been secured, it will be all go to meet the challenging project plan in 2007."

SMART level 1 is currently being implemented in six Trusts in the Manchester area as part of the wave 7 ESR implementation, scheduled to go live in April 2007.

All levels of SMART functionality will be available to the NHS at a cost using the ESR contract as a call-off. In addition, NHS organisations will need to decide whether to host the software themselves on locally provided servers, or to utilise the SMART hosting option.

As previously reported, NHS organisations are also able to utilise the generic inbound and outbound interfaces to and from ESR in order to interface with other third party Rostering systems.

For further information on SMART please contact Peter Jones, Healthcare Sales Manager at SMART on 07843356817 or email peterj@SMART-workforce.com General information about Time, Attendance and Rostering is available via your Account Manager.

Web Data Entry Captures Timesheet and Absence Data

ESR will soon provide the 'add-on' capability of 'ESR Web Data Entry'. The functionality which will be available to users at a cost enables and promotes the capture of timesheet and absence data input directly by devolved department users.

The key benefits of ESR Web Data Entry are:

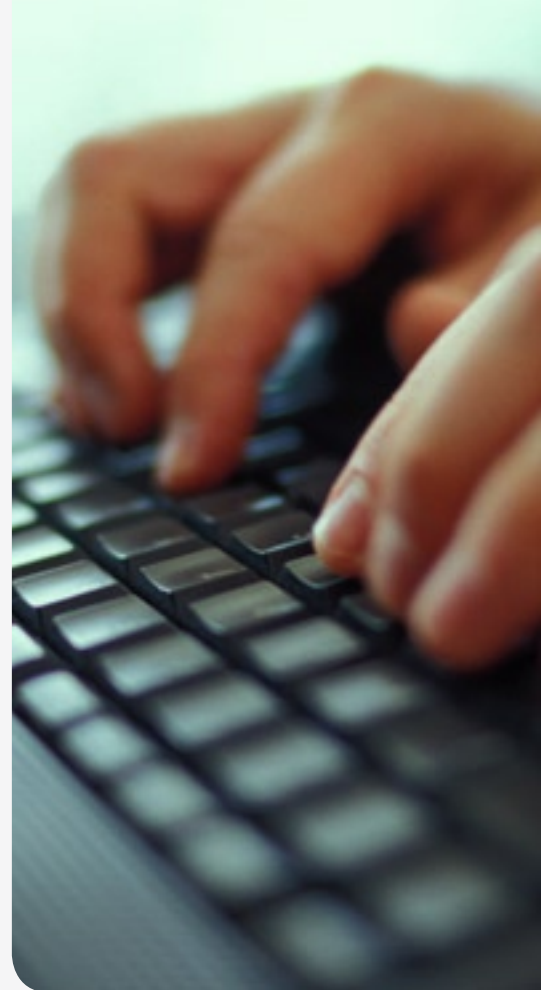
- Resides on the ESR database so all information is 'real time'
- Increased data accuracy due to true on-line validation of allowance types
- Ability to override costing data
- Approval by workflow notification or direct access
- Locally configurable and easily maintained user set up

- Total integration with ESR security model
- Full Disaster Recovery facilities

The ESR Web Data Entry software has already been proven through extensive piloting by the Blackpool Trusts over the last 12 months and is now followed by a new 'Early Adopter' phase. The purpose of this phase is to expand the volume of Trusts to gain user usage patterns and scalability information.

Following a successful 'Early Adopter' phase, the software will potentially be available for general release in approximately 7-8 months time.

For further information about the Web Data Entry Early Adopter Phase or its functionality please email steve.thrussell@mckesson.co.uk



End-to-End Payroll Process Launched

NHS ESR
End-to-End Process



The NHS Development Team has recently launched an End-to-End Payroll Process - a diagrammatical representation of the reports and processes based on best practice. This End-to-End process is supported by both the NHS Central Team and the McKesson teams.

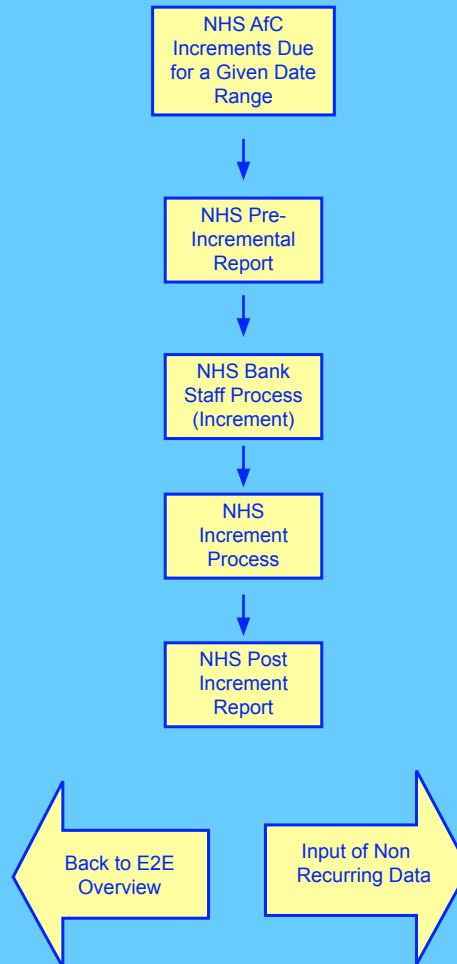
The Payroll End-to-End process is available to view in the **Kbase** application. If you don't have **Kbase** access, please register on the ESR website www.esrsolution.co.uk

The various stages contain useful information, advice, hints and tips on how and when to run the processes within the payroll cycle. Reference is also made to the relevant User Manual where appropriate.

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Upon clicking on each section of the process diagrams for the Payroll End-to-End, a list of processes will be displayed to follow in sequential order. An example of the Increment Process is shown below:

Increment Process



Payroll is the first module completed. A full ESR End-to-End process to assist users in gaining maximum benefit from ESR will follow. Work is scheduled to develop the complete ESR End-To-End and will encompass:

- Work structures
- Recruitment
- New Hire
- Leavers
- Absence

- Assignment Changes
- OLM and Talent Management
- Self Service
- Employee Relations
- Inter Authority Transfer (IAT)

This work is due for completion by July this year. For further information on End-to-End processes please contact your Account Manager.

User Group Network Proves Popular

As more organisations join the ESR User community, the User Group network is proving a popular means of sharing information and expertise.

Regional User Groups have been formed in all Strategic Health Authority areas in England, and a group will shortly be launched in Wales, where all NHS organisations are using ESR.

The third quarterly National User Group held in December provided a useful and productive opportunity for local User Representatives and Central Team members to discuss key service issues and developments.

Highlights from the meeting included:

- An update on the Benefits Activation Project
- A service delivery report, including action taken and proposed to improve system performance
- Presentations and information about the:
 - Drake Discoverer reporting enhancements
 - New payroll reconciliation process and workshop programme
- Solutions developments, including the 'End-to-End' best practice Payroll Process and Release Programme.

There were also updates on the following national initiatives:

- Data Warehouse
- NHS Pensions
- Agenda for Change, eKSF
- The recruitment process for Junior Doctors, MTAS
- Connecting for Health and NHSmail
- The Deanery and NHS Jobs interfaces
- The Occupational Health Smartcard.

The meeting also saw the launch of appropriate Central Team support to local group meetings. Regional meetings are being scheduled and co-ordinated so that the relevant Service Delivery Manager, Post Go-Live Account Manager and members of the Development and Functional

Specialist Teams can attend. This will mean where possible; issues raised will be quickly resolved, and significant issues will go forward to the national agenda.

Special Interest Groups, reporting into the national agenda, are being formed to support the development and implementation of specific areas of ESR functionality. Groups will cover Finance (to include Payroll and Pensions), Self

"The network has made a good start. We look forward to strengthening relationships and increasing knowledge exchange as the ESR Programme moves towards 'steady state'."

Service, Benefits Activation, Learning and Career Management, Reporting and HR/Recruitment. Regional Group Co-ordinators have canvassed their membership for interest in taking part. The first group meetings are expected to take place in early spring.

Maureen Edwards, Senior User/HR Director said: "As the User community expands, as well as providing mutual support and shared learning, the network will provide an important steer for Solution Development and will enable the prioritisation of enhancement proposals considered by the Requirements Authority.

"The network has made a good start. We look forward to strengthening relationships and increasing knowledge exchange as the ESR Programme moves towards 'steady state'."

Minutes and presentations for all regional and national meetings are available to share on [Kbase](#).



ESR meets Finance staff at the Healthcare Finance Management Association (HFMA) in London

ESR exhibited at the Healthcare Finance Management Association (HFMA) in December 2006. Held at the Hilton Metropole Hotel in London, the three day conference is a major fixture on the NHS calendar and provided an opportunity for healthcare finance staff to come together to listen and share experiences on topical issues of interest. McKesson Information Solutions UK were also one of the conference sponsors.

Speakers at the event included Richard Douglas, Director of Finance and Investment, Department of Health, Michael O'Higgins, Chairman, Audit Commission and David Nicolson, Chief Executive, NHS. The conference attracted a wide audience who came to listen and discuss a range of presentations covering topics such as 'Delivering Sustainable Services', and 'Engaging frontline staff in financial matters'. The conference also provided a good opportunity for delegates to meet ESR Account Managers and gain further information about the programme.



● HFMA Conference 6-8 December, London. Dan O'Toole, Head of Provider Finance and Ben Chilcott, Head of Commissioning Finance at Plymouth Primary Care Teaching NHS Trust talking to ESR Account Managers, Philippa Drewett and John Watkinson

● HFMA Conference 6-8 Dec. Arti Kohli, Recruitment Consultant, Badenoch & Clark with John Watkinson, ESR Account Manager



Norfolk and Norwich University Hospital NHS Trust

Norfolk and Norwich University Hospital NHS Trust are first to launch Pennies from Heaven



Back in the **September** edition of ESR News we told you about an innovative way for all NHS staff to donate the spare pennies from their payslips to charity. Norfolk's largest hospital trust has become the first in the NHS to set up the scheme for staff to donate their small change to East Anglia's Children's Hospices (EACH).

Interim hospital Chairman David Wright said: "We are delighted that as a major local employer our staff will soon be able to donate money in a simple way and

benefit the important work of a local charity."

For more information on Pennies from Heaven please visit www.penniesfromheaven.co.uk/nhsf.html or contact Kate Frost on 0207 4644100 or k.frost@penniesfromheaven.co.uk

More details will follow in February ESR News.

