

The requirements for the Data Warehouse were determined through consultation with the Department of Health, The Health & Social Care Information Centre, NHS Employers, The Welsh Assembly, Health Solution Wales, SHAs and Deaneries. Both RoWIN (Review of Workforce Information Needs) and RoBIN (Review of Business Information Needs) were significant contributors to the design.

Top tips for a successful implementation

You need to consider the following now, in anticipation of the implementation of ESR in your organisation.

■ **Migration** – National and strategic organisations will need to develop plans to identify how they will manage the transition – from the current arrangements where Trusts submit reports to obtaining those reports directly from the Data Warehouse.

■ **Data Quality** – The Data Warehouse relies on correct information being entered into ESR – so make sure that data quality checks are all in place. Trusts must continually ensure that the information in ESR is up to date; national reports will be monitoring this. Monthly extracts will enable more timely analysis of the data, leading to improvements in the decision-making process. These are actions relevant to the Data Warehouse function of ESR. Other factsheets in this series describe actions to be considered with regards to other capabilities.



DATA WAREHOUSE



For further information relating to ESR, please contact your local Account Manager or visit the ESR website on www.esrsolution.co.uk



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World-class People Management for a 21st Century NHS

Because ESR is an **integrated, national** system, it allows statistics to be collated at a level and to a depth **never before possible**

OVERVIEW

ESR replaces the outdated, fragmented multiple technologies which are unable to provide accurate and consistent information about the NHS workforce as a whole. Data from ESR is collated nationally in a computer system called the **Data Warehouse**. Statistics can be drawn or derived from the Data Warehouse that cover the whole of the NHS at Health Authority and national level. For the first time, accurate, reliable information about workforce numbers, skills and costs will be available, enabling the modelling of future staffing requirements. This will result in better, more informed decision-making with regard to the NHS's greatest resource – its people.

Benefits

- A full suite of reports allows an organisation to plan workforce changes, development and re-organisation.

- Access at national and supra-trust level to a single database designed to meet central and strategic requirements for statistical reporting and planning.

- Improved accuracy, timeliness and consistency of data, and provision of a rich information source for reports.

- The ability to accurately model and cost future workforce requirements using integrated HR and Payroll data.

- Reduction of the effort needed by Trusts to produce workforce-related data. For example, the Medical and Non-Medical Census and the HR Performance reports can be drawn directly from the Data Warehouse

- Greater consistency of information across all NHS organisations.

Access

The organisations that will be able to access the Warehouse are:

- Health & Social Care Information Centre
- Health Solution Wales
- NHS Employers
- Strategic Health Authorities
- Deaneries
- Department of Health
- National Assembly for Wales

Each organisation needs to identify a Data Warehouse lead and to have access to NHS Net. Two super-users are required to attend a two-day training event that covers the use of the Discoverer reporting tool and the functionality of the Warehouse.

The security profile allocated to user organisations has been based on individual business requirements. Strategic Health Authorities (SHAs) can view workforce data for all staff groups. From individual records, they can view the date of birth and national insurance number fields, but not the surname and forename. At national level, there are two security profiles: Non-Medical and Medical. The Non-Medical profile enables the same view as for SHAs. The Medical profile additionally enables a view of forename and surname. This replicates current access to workforce information collection for the Medical and Dental census. The Deanery security profile limits the view available to medical training grades. These four grades can view all personal items: date of birth, national insurance number, forename and surname. This replicates their current data access.

Under Data Protection legislation, the "fair collection letter" sent to NHS employees explains the data that is collected, and how it will be used.

Reports

The Data Warehouse collates the data for the following reports:

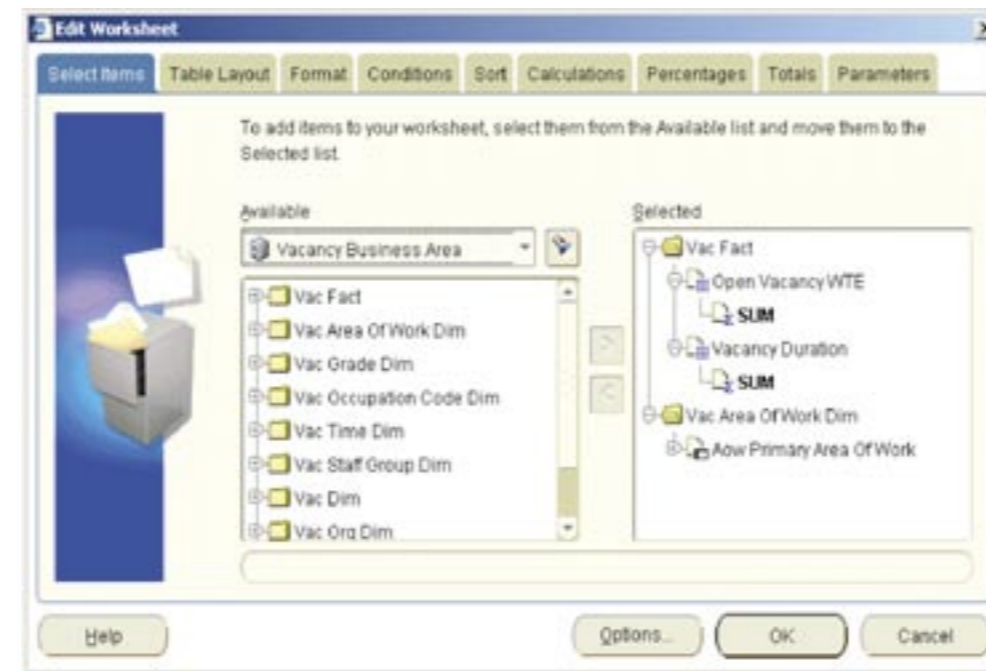
- Medical and Dental Workforce Census
- Non-Medical Workforce Census
- NHS Earnings Survey
- Nursing Campaign Return
- Vacancy Survey of NHS Trusts
- HR Performance Monitoring Return (partially)
- Planning Extract (Deanery data on specialist registrars)
- Junior Doctors Hours Return (partially)
- Executive Board Members Gender and Ethnicity
- Staff Personal Development Plans

Data Warehouse users are also able to create their own reports using the Discoverer tool. A document is available that lists all the data items in the Warehouse together with a brief description of each item. It also provides a description of the transformations and calculations used within the Warehouse.

Selection of data items and other report content is via a simple interface. Using Drag and Drop, reports can be built quickly and efficiently.

Reports will compare like with like by using consistent data items, timings, definitions and calculations.

Selection of Data Items

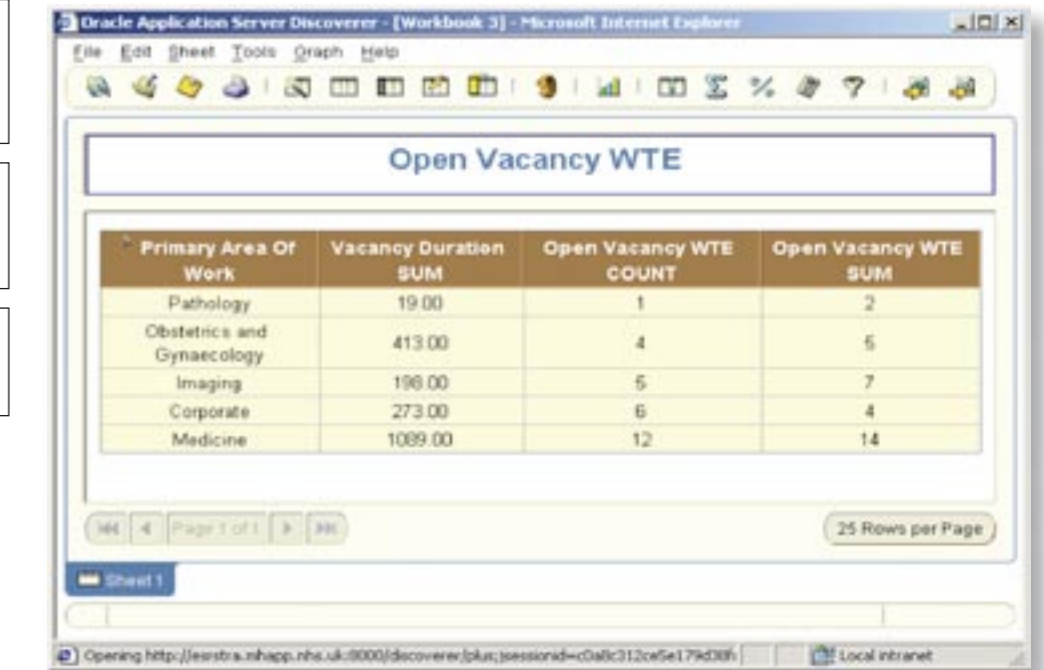


Typical Report

Reports can be scheduled to run at set intervals and times. They can drill up or down from National, SHA, Trust, Staff Group, Job Role, etc.

Users can share reports and agree on their own Standard Reports – no need to re-invent the wheel!

Data is updated monthly, not just from once-a-year collections.



Output Formats

Report output can be displayed in a variety of graphical formats to help convey the right message.

Statistics can also be exported to a variety of file formats including Excel, html and csv for further manipulation.

