



# ESR Benefits Realisation

## Benefits Realisation Strategy

The focus of the strategy is to encourage internal ownership of the organisation's ESR, creating a desire within the organisation to deliver the change required to ensure the use of the full functionality of ESR to deliver the benefits set out in the ESR Business Case. The Benefits Realisation Team has been formed to guide organisations along this path.

### Objectives of the Benefits Strategy

The objectives of the Benefits Realisation Strategy are to:

- Protect the ongoing project reputation and 'brand' of ESR
- Ensure that the ESR system is used and respected within the NHS
- Ensure that the initial core footprint is implemented to the standards required
- Provide the account management and proactive customer care to enable NHS organisations to fully exploit the maximum cost and time saving benefits from the system
- Enable NHS organisations to move forward with additional ESR functionality such as OLM, Talent Management and Self Service and
- Provide NHS organisations with the guidance, tools and information to support the realisation of business benefits

### Benefits Realisation Team

Each English Strategic Health Authority will have one NHS Benefits Realisation Manager and one NHS Functional Consultant within their patch to guide and direct NHS organisations through the realisation of ESR benefits.

One of the first key tasks is to take organisations through the Readiness Assessment 5 (RA5) approximately three months after go live. The purpose of Readiness Assessment 5 (RA5) is to ensure that organisations have fully implemented the go live footprint of ESR (Payroll, Recruitment, HR and Finance) so that they are able to commence the implementation of the expanded functionality successfully.

Once RA5 has been passed, NHS organisations can then go onto implementing the expansion pack modules such as OLM, Talent Management and Self Service. Specific implementation guides on these modules have been written by the NHS Benefits Team to ensure Trusts have the knowledge and information on how to implement these modules.

Further information is available in the 'Benefits Realisation' section on KBase at:

[www.esrsolution.co.uk/kbase](http://www.esrsolution.co.uk/kbase)