



ESR Benefits Realisation

Implementing ESR – The Journey

ESR has been designed and developed to be the comprehensive, integrated workforce management system which will deliver the Workforce Strategy for the NHS.

The initial implementation is a carefully structured Project over 11 months. It enables NHS organisations to manage HR records, pay and recruit staff. This is only the start of a journey to utilise all ESR functionality, and the benefits the system offers.

The full implementation and deployment of ESR can be defined in four key stages:

Stage one - Implementing ESR

The ESR Central Team approach has been to support an initial local implementation that is as clean as possible; to ensure that the structure and potential use of ESR is articulated and the process, policy and cultural change required to generate benefits is agreed.

The Central Team is working with NHS organisations to address full implementation and to drive projects to ensure success as follows:

1. The full, successful implementation of each NHS organisation's core footprint;
2. Implementing, using and embedding the full ESR functionality; all the 'Go-Live' interfaces, including eRecruitment, the reports suite, particularly Trust Board Reports, Learning and Career Management and Manager and Employee Self Service.
3. Interfacing with additional functionality; Web Data Entry and/or Time and Attendance management and recording.

Stage Two - Working smarter with ESR

ESR is a fundamental enabler to support the achievement of financial, workforce and clinical activity targets. Using ESR will assist in driving organisational efficiency by providing automated processes, systems control and regular real-time, accurate reporting.



Stage Three - Raising the baseline with ESR

With ESR at the heart of systems for planning and recording workforce activity to achieve optimum performance from ESR functionality, new ways of working and new ways of managing the organisation's Human Capital will evolve. Using ESR, key Workforce Performance Indicators will be reduced, e.g. reducing administration costs and sickness absence, achieving skill mix efficiencies through targeted rostering and improving output from productive time.

Stage Four - Achieving further system efficiencies

Once ESR is fully embedded there will be further opportunities to deliver more efficiencies and rationalisation, through collaboration between organisations and with service providers using ESR, and the development of Shared Services models.

The ESR Benefits Team and the resources in the Benefits Realisation Toolkit have been developed to support NHS organisations to plan and restructure process and practice to achieve the full ESR system benefits.

For more information go to <http://esr.knowledgebasesolutions.com> or contact your Benefits Realisation Manager.

Delivering the core messages, driving this evolutionary, developmental approach to implementing ESR and generating system benefits will underpin all communications with the key stakeholders.

A plan for delivering each message will be drawn up for each Stakeholder Group.