



ESR Benefits Realisation

Learning and Talent Management

Learning Management (OLM) is the ESR module which enables organisations to manage, record, and report on the training of their most valuable asset – their staff.

Recent changes to pay, terms and conditions for NHS staff, for example Agenda for Change and new Consultant Contracts have emphasised the importance of regular Development Reviews for staff. Learning Management linked with Talent Management functionality provides a comprehensive development record integrated with the rich functionality in your ESR Human Resources and Payroll system.

Imagine a manager holding a Development Review with an employee, then recording the outcome. They could then agree the programmes in the ESR Learning Management catalogue into which the employee should enrol. If Employee Self-Service has been implemented, the employee can go to the Learning Management catalogue, select the right programmes and enrol themselves. Once appropriate classes have been selected, the manager would approve the training.

If Self-Service has not been implemented, enrolment can be arranged by the Training Department.

When training has been completed, the resulting competence development would be logged in the employee's record in Talent Management.

With Self-Service, employees can review their own Talent Management record, holding competencies, qualifications and experience and plan their career development, subject to manager approval. Managers can review competences across their team, recognising skill gaps or the potential for development, and use the information to plan for future service requirements.

For the Training Department, the package includes a suite of standard letters such as course joining letters, and registration lists. Formal learning paths can be established linked to national competence frameworks, eKSF and local competencies. The Training Department can also operate as a shared training service.

Learning Management provides reports about the training available, attendance at those events and individual employee training records.



Additional benefits include:

- Reduced insurance premiums resulting from reports to demonstrate risks are being managed by demonstrating that all staff are either competent to do the job they perform, or that they have an agreed training path with reviews, resulting in full competence within their job role. Essential and mandatory training can be shown to be up to date.
- Reduced paper flows and administration resulting from online application for courses.
- The transfer of development and competence information when staff move to a new job in the NHS via Inter Authority Transfer enabling all organisations to keep accurate information about their employees' individual skills and competence and development requirements.
- The Learning and Talent Management modules are provided at no additional cost to the NHS.

A 'Guide to Implementing Learning and Talent Management' is available in the Benefits Realisation section of Kbase at www.esrsolution.co.uk/kbase.