



ESR Benefits Realisation

Readiness Assessment 5 (RA5)

During the implementation of ESR, there are four Readiness Assessments and each of these gateways have to be passed in order for the next stage of activities to commence.

A fifth Readiness Assessment (RA5) was introduced during the development of the initial post go-live framework. NHS organisations are taken through this approximately 3 months after go-live. Its primary purpose is to assess:

- The organisation's use of the core ESR footprint
- Readiness to implement the expansion pack modules, learning and talent management and manager and employee self service
- The approach to other post go-live activity such as implementing interfaces with other systems.

The criteria within RA5 are grouped by modules and it uses a clear pass/fail assessment. Key RA5 criteria are:

- A culture of continued learning and knowledge development about ESR and resources to support
- Work structures which reflect the organisation structure, kept up to date
- Implementation of the recruitment module and the interface to eRecruitment systems
- Core HR, absence, payroll and finance functionality fully utilised
- All core interfaces in use
- Routine use of reports in business processes
- Routine use of inter authority transfer

If RA5 is passed, NHS organisations are in a prime position to proceed with maximising the full benefits of ESR by implementing the expansion pack modules such as Learning and Talent Management and Self-Service.

If RA5 is not passed in the initial assessment, a recovery plan will be jointly produced to ensure that plans are in place for the organisation to pass RA5 at the earliest opportunity. These plans are created with input from the NHS Benefits Realisation Team so NHS organisations can benefit from their experience.

For more information, go to the Benefits Realisation section on Kbase at:

www.esrsolution.co.uk/kbase