

Helping you prepare for the future NHS workforce solution

NHS Business Services Authority is leading a transformation programme to identify and deliver the future NHS workforce solution, and the decommissioning of the Electronic Staff Record (ESR). Until then, we will continue to enhance the ESR solution and support NHS organisations to optimise its use.

The future NHS workforce solution will build on successes of the ESR solution, and help to support elements of the national People Digital vision, and key NHS workforce related strategies in England and Wales, for example; NHS People Plan/People Promise; Long term workforce plan, Future of HR&OD Report; Health Education Improvement Wales Strategy; and NHS Wales National Workforce Implementation plan.

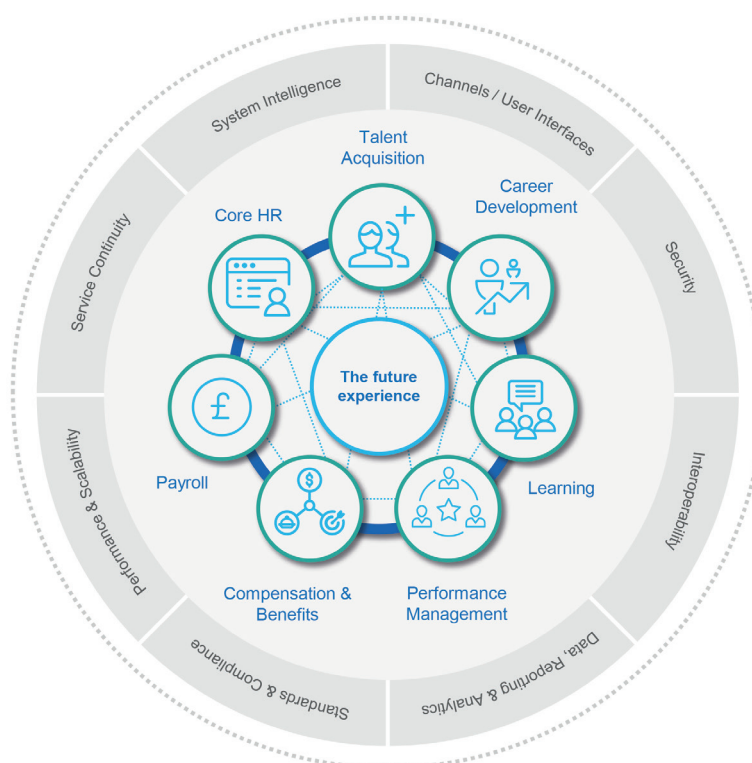
Future NHS Workforce Solution Programme Summary

During the discovery phase, we engaged with over 15,000 people to establish the business and user requirements for the procurement process. This involved consultation with end users, senior stakeholders and subject matter experts through a mix of surveys, focus groups and interviews,

You told us that your key needs were:

- improving the user experience
- being interoperable with other systems
- standard processes and data across the NHS.

This was underpinned with the key user experience principles; **intuitive, personal, intelligent, enabling, connected** and **trusted**. This has helped to shape our shared future vision as illustrated.



Our mission:

'The solution will empower you to carry out your role effectively and efficiently, supporting you throughout your NHS working life. It is accessible, easy to use, and provides the data and insights to enable better decision making and planning as a catalyst for better healthcare'.

What this means for you?

Our vision puts users at the heart of the future solution which means that **'It will help you to perform your best every day'**.

The future NHS workforce solution will:

- focus on self service
- have more standardised and simplified processes across NHS organisations
- use the latest technologies to best meet user requirements and reduce the need for alternative systems
- have interoperability with other systems.

This will result in a change for organisations and will introduce new ways of working.

Let's get our ducks in a row!

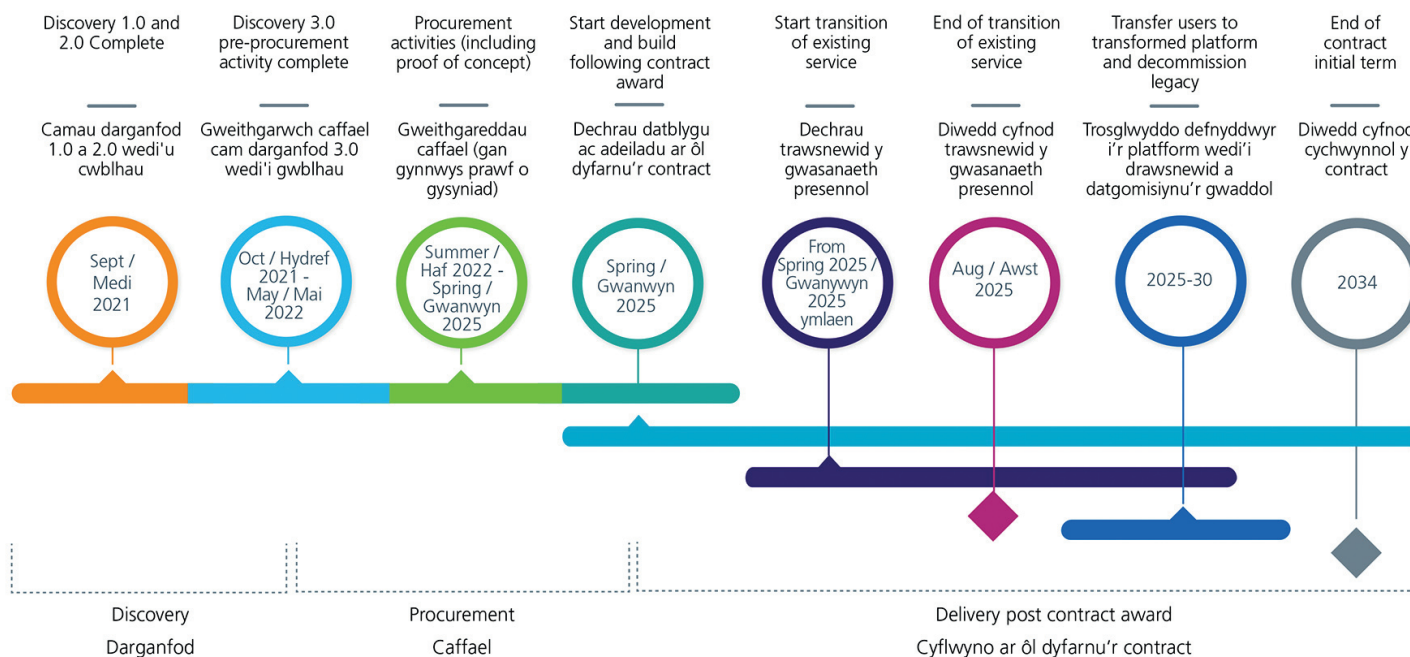
-  Optimise your organisation's use of ESR and its existing functionality.
-  Complete an ESR Self Service Standards assessment to help identify areas where you can optimise.
-  Engage with your HR Directors, or Chief People Officers who can make this change happen in your organisation.
-  Align your organisation's people digital transformation with the national People Digital vision and strategies, by getting started on your transformation journey.

As the programme progresses, we'll be updating through a variety of channels, such as our  **FutureNHS** workspace, HR Director/CPO forums and other workforce networks. We will guide and support you on your transformation journey.

Programme timescales

The graphic below outlines the procurement process with key timescales. A procurement exercise of this scale will take a significant period of time. We envisage it will take over two years before a supplier and solution is selected.

Future NHS workforce solution programme timeline Amserlen rhaglen datrysiad gweithlu'r GIG yn y dyfodol

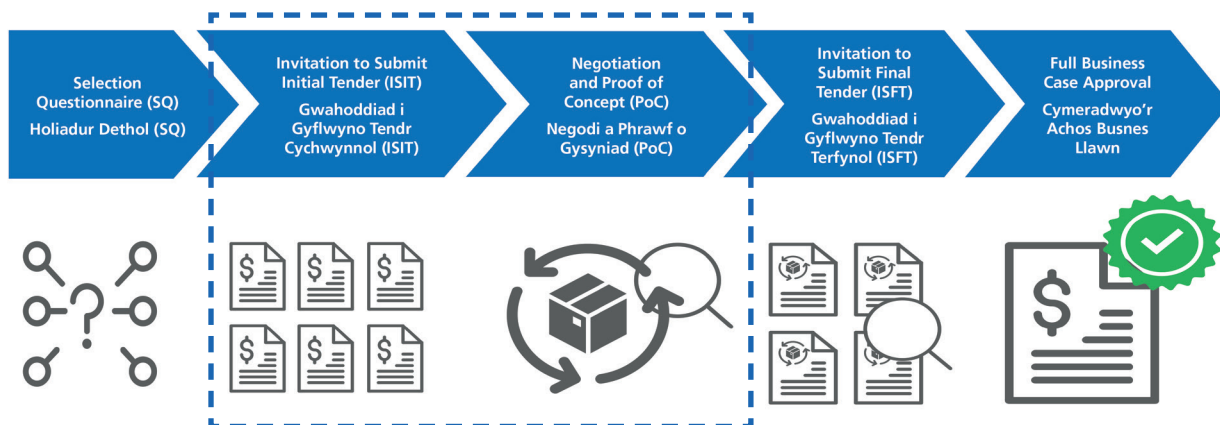


Implementation timescales will be informed by the procurement activities. Bydd yr amserlenni gweithredu yn cael eu llywio gan y gweithgareddau caffael.

Procurement process phases / Camau'r broses gaffael

These are the five distinct phases to the overall transformation procurement process and their associated timelines.

Dyma'r pum cam gwahanol i'r broses gaffael gyffredinol i drosglwyddo a'u hamserlenni cysylltiedig.



Enabling readiness – Supporting People Digital

Pilot projects are being established to support, enable and provide guidance to organisations so they're ready to receive the future NHS workforce solution. We're already working with some NHS organisations in North West and Midlands to pilot approaches for readiness for the future solution.

If you're interested in becoming a pilot area, or have a relevant project you would like to share, please speak to your Regional Engagement Lead or get in touch with your contact information and organisation details: esrdiscovery@nhsbsa.nhs.uk

Enabling readiness - Optimisation

We're encouraging and supporting NHS organisations to optimise self service functionality of the existing ESR solution. This will help organisations realise the many efficiency, process and cultural benefits early; and be better prepared to receive the future NHS workforce solution. We've piloted a new self service assessment with several organisations across the North East, Yorkshire, South West, Midlands, South East and East of England. If you want to learn more about how to optimise your ESR self service, get in touch with esroptimisation@nhsbsa.nhs.uk

Don't just watch - Be a part of it!

Get involved and learn how the programme will impact you and your organisation. We share information about the programme through a variety of channels and forums.

- You can register or login to our FutureNHS collaboration workspace, where we provide updates about the programme, opportunities to get involved, our events and other information as the programme progresses:
www.future.nhs.uk/connect.ti/NationalESRTransformation/groupHome
- Alternatively, you can view information on our webpage:
www.nhsbsa.nhs.uk/future-nhs-workforce-solution-transformation-programme



Want to receive updates directly?

Sign-up to our newsletter by scanning the QR code.
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SCAN ME!