



# At Work

## Demand and Capacity Planning: Financial Visibility



Designed by the NHS  
for the NHS



Interoperability and  
robust reporting



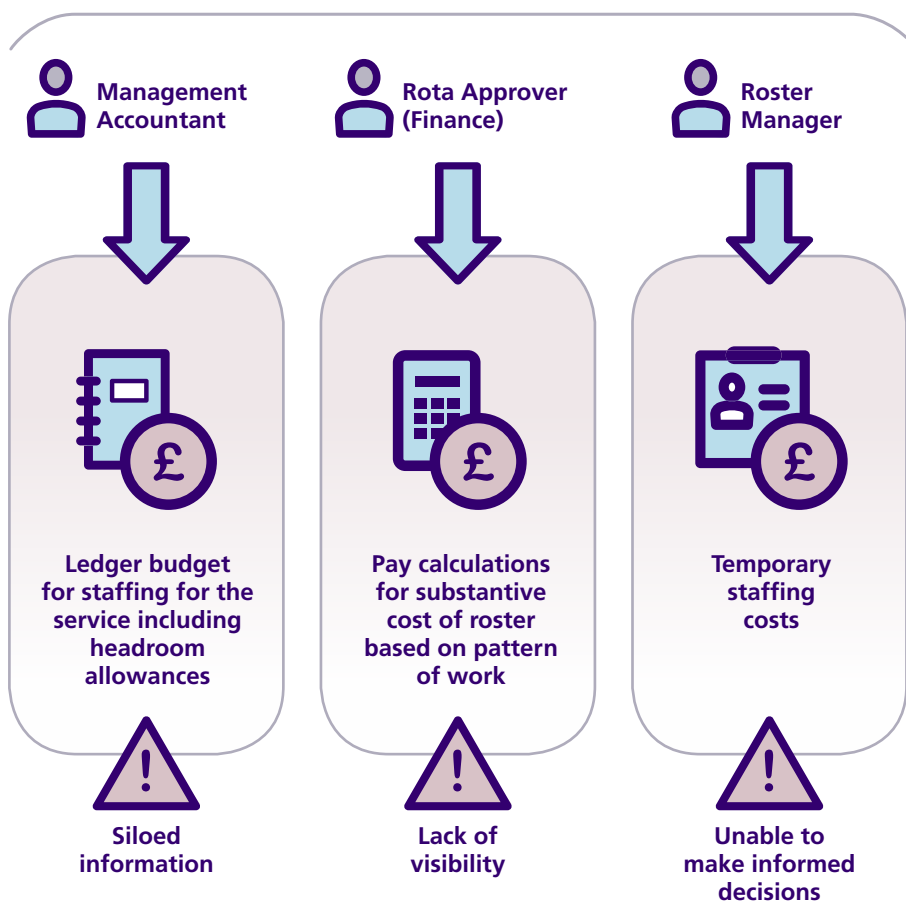
Available for all  
staff groups

### The challenge

Historically, the processes and tasks required to understand the true costs of staffing services have been difficult to undertake for NHS Trust teams. This is because data associated with staffing costs, such as ledger budget, pay calculations, temporary staffing costs and headroom, have been held in silos, inaccessible and unavailable in easy to interpret formats.

Collating and triangulating all these data sources is complicated and time-consuming, and often does not provide clear answers as to what the real cost of staffing is. This creates a big challenge for both finance colleagues and the staff responsible for managing rosters and making staffing decisions.

### Current Common Practice



Supported by Liaison Workforce's mii Roster.  
To find out more, get in touch: [info@liaisongroup.com](mailto:info@liaisongroup.com)



## The solution

Functionality within the NHS At Work rostering solution brings all of the siloed data together to provide Finance, Rota Coordinators, Roster Managers and HR end-users with readily available and easy to interpret data on the costs of staffing at the point where staffing decisions are made.

This functionality gives NHS Trust teams the ability to view the true cost of staffing and whether they are over or under budget in real-time.

## Features

- ✓ All data sources related to staffing costs are available at a central point to provide real-time visibility of the costs in each roster.
- ✓ Visibility of breaches of budgeted headroom.
- ✓ Ability to interrogate which shifts are causing cost pressures on certain wards and cost centres.

## Benefits

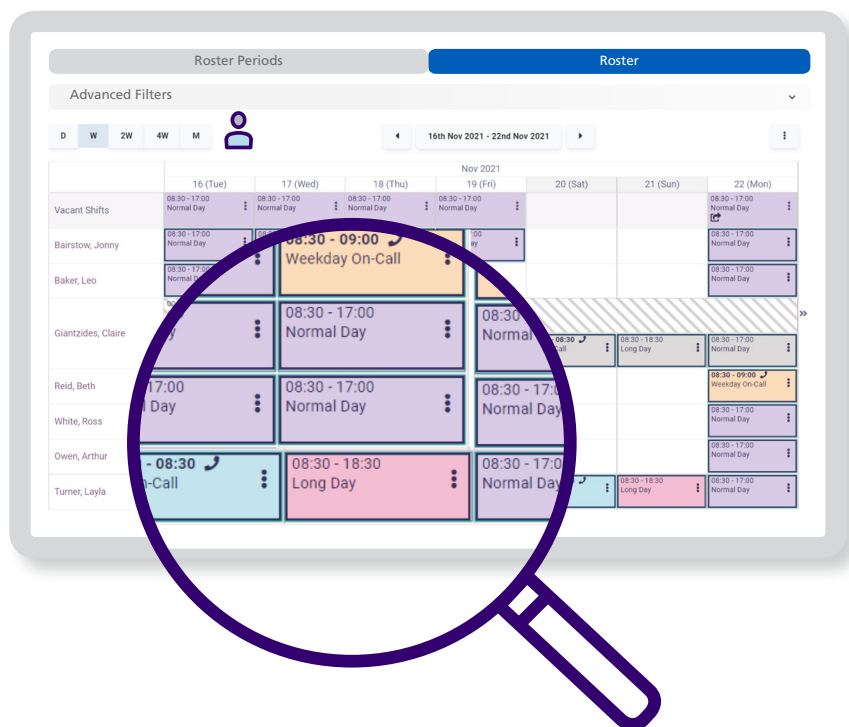
- ✓ Improves and supports the budget setting process for NHS Trusts.
- ✓ Allows better staffing decisions with the full visibility of the financial implications associated with each staffing decision.
- ✓ Enables better understanding and control of budgets through the financial visibility of changes to clinical practices.
- ✓ One system all users can access.
- ✓ Informed decisions based on real time financial information.
- ✓ Transparency of breaches and allowances.



**You know what I genuinely love about the system? It just demystifies the whole process from rota to rostering - I love it.”**

**Vicky Race**

Head of Temporary Staffing and Project Owner,  
University Hospitals Birmingham NHS Foundation Trust



Example of real-time information on the roster.



**Roster Headroom Breach – with the ability to drill down into the breach cause**

Substantive cost to date	£4,000
Temp staff cost to date	£4,000
Total cost to date	<u>£8,000</u>
Expected ledger budget to date	£5,000
<b>Variance</b>	<b>£3,000</b>