

Case study

Predictive Workforce Analytics: Understanding key workforce trends

Stockport NHS Foundation Trust has been working in partnership with Liaison Workforce since 2013 – successfully decreasing temporary worker spend via a tech-enabled in house bank, and reducing the reliance upon agency whilst improving visibility of overall spend, as set out within the NHS People Plan.

The Challenge

One significant challenge facing the trust is obtaining meaningful information in a timely manner relating to critical issues affecting total workforce by triangulating various data-sets.

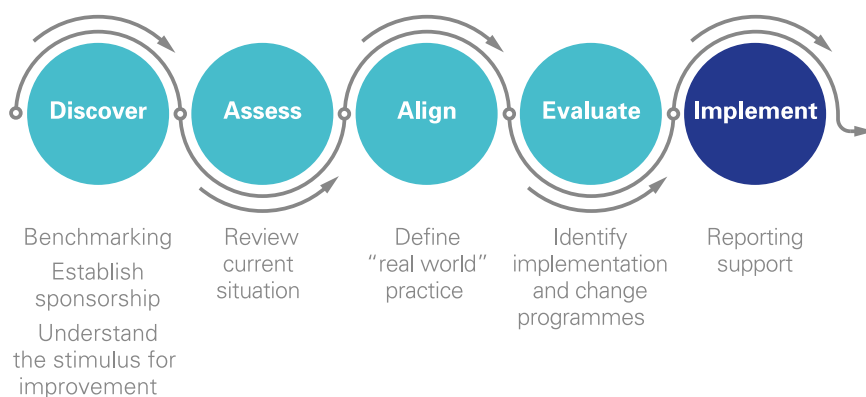
Colleagues allied to workforce use various data systems which function in isolation meaning there is no communication, and so bringing data-sets together is difficult and time consuming.

One example of such difficulties has been for Stockport to understand trends as they emerge due to the limitations of ESR data which only provides an in-month picture, for key workforce parameters such as sickness and absence.

The Solution

Stockport and Liaison Workforce's mii Experts team worked together to ensure the right levels of data were available to deliver the mii People Analytics programme.

Methodology and Approach



Client

NHS
Stockport
NHS Foundation Trust

Challenge

Improving data extraction and use

Solutions

mii People Analytics
mii Experts

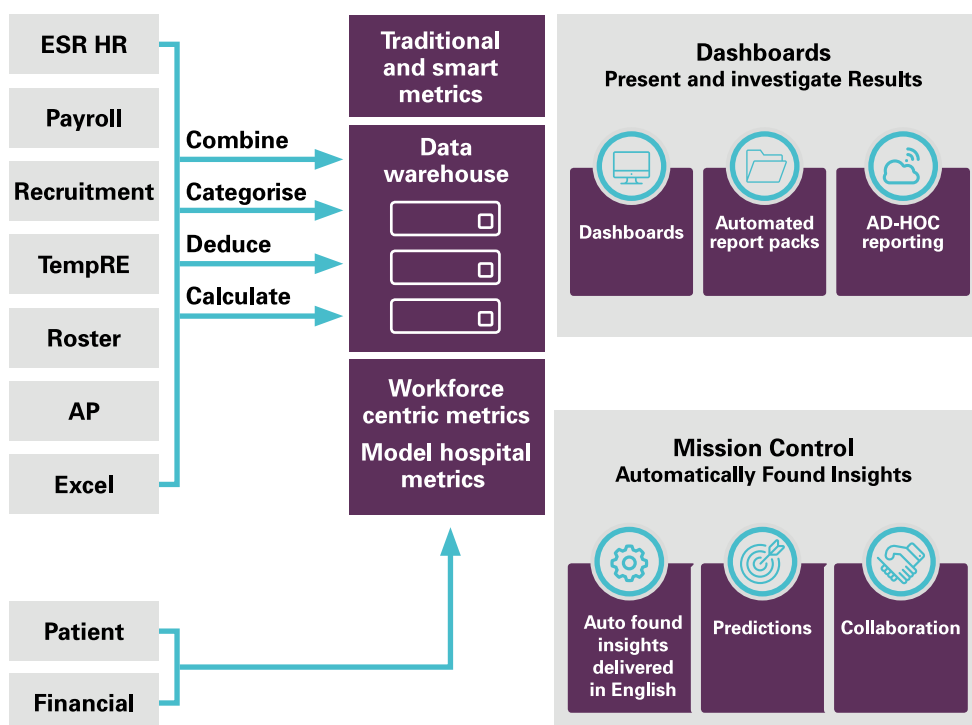
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mii
People Analytics

The Outcomes

- ✓ Reduced reporting pressure on internal teams
- ✓ Time freed up to focus on areas of improvement with actionable information
- ✓ More time to focus on areas of improvement
- ✓ Sharing mii People Analytics with clinical management
- ✓ Future forecasting functionality of mii People Analytics
- ✓ Triangulation of the efforts of workforce and finance to achieve best possible outcome



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We wanted to be able to forecast based on what is currently happening within the Trust in terms of workforce, in as real time as possible. We have been able to 'look back at analysis' but never had the ability to have an automated support in understanding trends as they emerge.

The introduction of mii People Analytics by Liaison Workforce is enabling the Trust to better understand its recruitment and retention challenges through the use of hard evidence, not on an anecdotal or 'gut feel' basis.”

Emma Stimpson

Deputy Director
of Workforce & OD

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The strength of our partnership with the Liaison Workforce team means that we have the levels of trust to be able to adapt our approach and overcome obstacles to achieve success – we don't abandon the process. For us, it's a real journey with Liaison Workforce.”

Kay Wiss

Deputy Director of Finance

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 **Liaison
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