

Workforce Planning. Delivered.

£1,043,000 cost saving opportunity identified



156 hours of manual saved



35 itchy feet identified
(£890k opportunity)



2,343 HR admin tasks performed



6 performance concerns identified
(£153k opportunity)

The Challenge

In 2021, Liaison Workforce began working with Stockport NHS Foundation Trust in order to provide the Trust's HR team and managers with a flexible digital platform in order to deliver learning and development innovation, as well as people support.

The Trust aims to be more proactive by gaining earlier visibility of data and focussing on the below goals:

- Reach a larger audience for learning and development needs.
- Support a new approach to coaching and mentoring.
- Identify internal mobility opportunities.
- Recruitment needs and workforce risk planning for absence, retirement, maternity or unexpected increases in service demands.

The Solution

This project has allowed to digitise the manual labour intensive exercise. It uses a survey-like front end to harvest data. But unlike traditional surveys its conversation does not end there as it facilitates signposting and generates valuable workforce intelligence, which provides a forward view.

The benefit to the Trust will be an opportunity to retain more key individuals that are at risk of leaving and begin recruiting earlier to reduce the number of times a position is left vacant which impacts service delivery.

Currently, we have identified 114 planned new roles that the Trust was not aware of before this exercise. And of these, 60 out of the 114 new roles are now on track to be worked on ahead of time.

The Outcomes

- People Planning has saved the Trust **156 manual hours** of collating data, and **2,434 hours of HR admin** tasks which have been performed automatically that would have been manual.
- People Planning has so far helped to identify **35 itchy feet** with an opportunity to **save £890k** and **6 performance concerns** with a **£153k saving opportunity**. This means the trust can **save a total of £1,043,000** by acting now.
- **125 managers** completed this exercise out of a possible 397. This means the Trust could save 4 times as much in a quarter – up to a **cost saving opportunity of £4m**.
- Identified **114 planned new roles** that the Trust was not aware of.



Launching People Planning has been an eye-opening experience. It has enabled us to capture a wealth of data from our line managers that we would have missed in our usual interactions.

We now have the ability to build a picture of our workforce Learning & Development needs, in addition to recruitment, itchy feet and those keen for their next challenge.

The support and expertise of the team has been invaluable to the success of this project."

Lindsay Roodurmun
Learning & Development Manager
Stockport NHS Foundation Trust



To find out more about Liaison Workforce's people planning solution, and how it can benefit your organisation or system, please get in touch on 0845 603 9000 or email info@liaisongroup.com