

# People Analytics. Delivered.

Embedding Predictive Workforce Analytics.



**17 KPIs** - NHS Workforce specific “out of the box” KPIs available.



**450 Regular Users** - including Executive and Strategic-level users, HR, Finance, Divisional Leads, and Operational Managers.



**14 Data Sources** - brings together siloed data sources, including: ESR, TRAC, L&D, General ledger & Contingent workforce systems.



**9 Days Quicker** - reduced time to produce and distribute reports across the organisations.

*“Liaison Workforce created a fully comprehensive plan to drive rollout and embed People Analytics within the organisation.”*

*As a partnership approach, this will have great benefits for the organisation, with one version of the truth, and reports and insights all users can rely on in one easy accessible place.”*

## The Challenge

In 2021, Following the implementation of People Analytics at Stockport NHS Foundation Trust, engagement was mostly at senior management level and used by our workforce reporting teams. The challenge was to support and engage our operational leads and HR Business Partners, so they themselves could realise the benefits of Predictive Workforce Analytics.

The challenges to engaging users included:

- Different stakeholders using separate data sources,
- Familiarity with static Microsoft Excel and/or Word reports,
- The usage focus was on the Reporting Team, rather than on the needs and engagement of the end users (namely HR and Operations).

## The Solution

We devised an engagement and deployment programme, which included these key areas:

HR – Supporting operational leads, with focused views and data which allowed consistent reporting.

Finance – Access and visibility allowed the Finance Team to be engaged with workforce data, and Covid-19 analytics to understand the associated costs.

Operational Managers – Encouraging Operational Managers to use People Analytics, providing one version of the truth and quick access to insights.

## The Outcomes

**100 Hours** - Saved monthly by a 70% reduction in adhoc report requests and 20% reduction in monthly report requests.

**£3.7m** - Salary absence costs mitigated. Annual sickness rate reduced by over 10%, supported and monitored by People Analytics.

**95%** - Automation Report production is now 95% automated.

**£182k** - Saved in recruitment costs. Hours People Analytics enabled the Trust to monitor its retention and recruitment, reducing annual turnover by over 3%.



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