DISCOVER
YOUR
ESR

Workforce
Intelligence

How ESR can support your Workforce Information Team?

The Essential Data Tool for Workforce Information Teams

ESR Business Intelligence (ESR BI) transforms your ESR data into visually relevant and appealing dashboards, accessible on desktops or mobile devices. It contains a full suite of standard reports across the full range of functionality that ESR provides; enabling processes to be monitored and provides an opportunity to empower management with valuable workforce intelligence in a variety of forms to suit the user. It offers detailed business insight for managers to monitor their teams while directors, and senior managers and leadership teams receive an effective overview of the entire organisation, allowing them to plan for future business developments.

ESR BI can also be used to produce integrated reports with specific data from other systems, and bespoke reports can be uploaded to the ESR Portal, to ensure that the target audience has quick access to information. Benchmarking and alerting are also key parts of ESR BI enabling the ability to target users and encourage prompt action where required.

Streamline Central Reporting Requirements

ESR BI and the data it presents is available in many forms to suit a wide range of service users, from individual employees viewing their compliance matrix, a department manager planning their teams appraisal needs to a Trust board monitoring it's turnover. This thereby allows your organisation to harness this data tool and the opportunity it presents, to consider how to best to utilise the capability to suit your organisation needs.

Organisations are able to consider how data is accessed by its end user, to streamline local reporting requirements:

Type of User	Benefits
Employees	Employee can access their own data through Employee Self Service: • Personal • Employment • Pay and Rewards • Learning and Development • Appraisal • Annual Leave

To learn more about the ESR functionality available to your team, obtain best practice guides for implementation or for information about your current usage, please contact your NHS ESR Account Manager or ESR Functional Advisor. As well as guide you through the functionality and provide you with essential system information, they will also undertake your Annual ESR Assessment, providing you with an in depth analysis of how you are utilising ESR, and highlight the potential for expanding your use of ESR.

Electronic Staff Record Programme

NHS

Streamline Central Reporting Requirements

Organisations are able to consider how data is accessed by its end user, to streamline local reporting requirements:
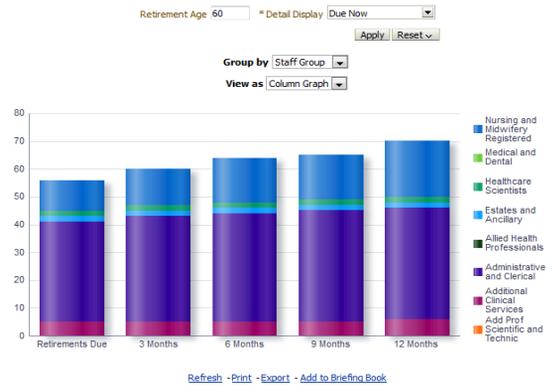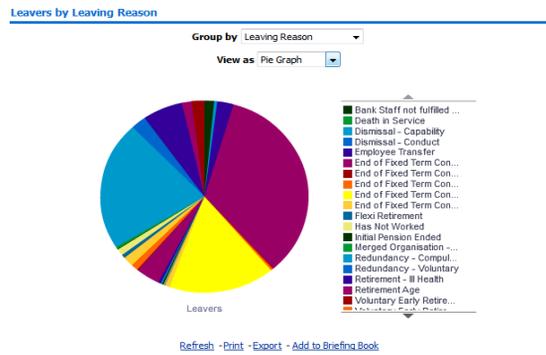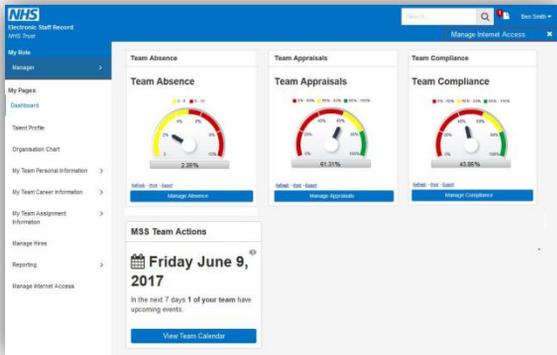
Type of User	Benefits
Department Managers	Through Manager Self Service managers have access to the NHS Management Overview Dashboard, providing them with access to up to date workforce information within a trust location or on the move via internet access, including: • Absence • Staff Movements • Compliance • Pay Bill • Staff in Post • Staff Requirements Thereby providing the organisation the opportunity to reduce its current centralised reporting requirements to managers.
Back Office Functions	There is a wide range of NHS standard dashboards and reports available to back office functions within your organisations, through their allocated the User Responsibility Profile (URP), these include the following: Human Resources Through the range of HR URP's, HR Teams, HR Managers, HR Advisers and HR Business Partners have access to a wide range of workforce data via the BI HR Dashboard including staff in post, turnover, absence, employee relations, appraisal to aid them in their role. Recruitment Through the range of recruitment URP's Recruitment Teams have access to workforce data via the Recruitment Dashboard to aid them in their role. Learning and Development Through the range of learning URP's learning teams, trainers and subject matter experts have access to a wide range of learning and development data to monitor the current learning and compliance of their workforce, and to formulate future plan for their education provision to meet workforce and service need.

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Electronic Staff Record Programme

Timeliness of Data

Your employees, managers and back office functions have the ability to access up to date workforce data either through the ESR Portal and its many dashboards and portlets, or from within the ESR BI tool itself, either from a trust computer or via the internet at home, or on a mobile device. Thereby removing the delay and administrative burden of information being generated, prepared and distributed to its end user.

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