

## Organisational Change

In the current climate of constraints on NHS finances, services are increasingly put out to tender and contracted out. As a result, staff members are often transferred from one organisation to another.

### The Organisational Change offering

The NHS SBS team has extensive knowledge and experience in facilitating these changes in ESR. We will ensure the process of transition is seamless by removing any significant hurdles and operational risk. Importantly, by outsourcing the service you can free up your resources to focus on other key areas.

### ESR Support with TUPE transfers

Includes project management support, data loading and management, transfer of staff and offers:

- 10 years experience managing TUPE transfers.
- An understanding of the technical requirements, saving time and money.
- The ability to reduce the risk of errors.

### Mergers and demergers

Includes project planning, payroll integration, HR policies, procedures and record management and offers:

- A team with experience gained in handling mergers/demergers and through transforming community services.
- The ability to minimise the risk of errors.



<p><b>Employment Services</b> work in partnership with <b>122</b> NHS organisations</p>	<p><b>Payroll accuracy</b> of <b>99.8%</b></p>	<p>We hold <b>ISO9001</b> &amp; <b>ISO27001</b></p>	<p>Since <b>April 2014</b> we helped recover <b>£4.2 million</b> for NHS organisations</p>
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## Work structures assessment

Includes a review of your ESR work structures in preparation for Position Based Access Control (PBAC), ESR Self Service, or Oracle Learning Management (OLM) rollouts and offers:

- An opportunity to improve efficiencies.
- The ability to minimise the risk of errors.
- The provision of clear establishment reporting.

## Data loading

Includes data structure planning, and offers:

- A dedicated, experienced team, to ensure accuracy.
- Help to facilitate ESR2 implementation.
- Preparation for expense system implementation.

## Organisational Change in practice

**CLIENT:** Chelsea and Westminster Hospital  
NHS Foundation Trust

**PROJECT:** Organisational merger

- Project Scope: Merger involving two payrolls, 3,600 and 2,000 assignments.
- Project Length: The work took six weeks and the merger took place over a weekend.
- Focus: Smooth merge of payrolls with minimal impact on staff pay.
- Expertise: Expert knowledge of the ESR merger process.

*Following a successful test exercise, the NHS SBS team attended work at the weekend, ready to address any problems requiring swift intervention before the Trust needed to operate live on the following Monday. As a result of effective preparations and by completing all relevant payroll tests, the NHS SBS team was able to ensure the merge event was completed swiftly, smoothly and without a single hitch.*

**Ian Leigh,**  
Interim Head of Workforce Planning & Information.

## Weekly payroll set up

A number of NHS organisations are implementing a weekly payroll to increase the use of in house banks in order to reduce agency costs. This service includes transferring staff, setting up all HR and payroll related activities and offers:

- An understanding of the technical requirements.
- Project management support.
- Project planning.