



Trust Board Capital Business Case Briefing Paper	
Reference Number:	TB147/11/J
Date of Meeting:	24 <sup>th</sup> November 2022
Presenting Director:	Suzanne Pullins
Subject:	eRostering System Replacement (Nurse & Bank)
Purpose: Approval/Noting	For Approval
Background:	<p>Current Nurse &amp; Bank Roster system (RosterPro) has been given notification of <u>sunsetting</u> by incumbent supplier (Kronos). There will be no more system support as of <u>September 2023</u>.</p> <p>Following a Once-for-NI approach, approval is being sought to procure licenses for and implement the Healthroster Optima software owned by supplier Allocate.</p>
<p><b><u>Business Need:</u></b> NHSCT Nursing &amp; Midwifery have been using RosterPro since 2011, and are dependent on the roster system for:</p> <ul style="list-style-type: none"><li>• Off-duty creation, time and attendance recording</li><li>• Sickness and absence recording</li><li>• Monitoring staffing levels</li><li>• ETM04 file transfers of bank &amp; substantive enhanced hours worked for payroll functions to BSO Payroll Shared Services</li></ul> <p>There are approx. 2400 Nurses &amp; Bank Nurses paid monthly and weekly for their enhanceable shifts (night duty, weekend shifts, overtime) and Bank Shifts via the roster system transfer to BSO Payroll.</p> <p>The current software provider (Kronos UKG) has given notice of their intention to sunset the software, discontinuing engineering support on 30<sup>th</sup> September 2022 and technical support on 30<sup>th</sup> September 2023. The product will therefore become a vulnerability for the Trust, necessitating the need to seek an alternative solution.</p> <p>Without an electronic roster system, the above functions will all be required to revert to pen and paper creation of rosters, <b>manual</b> collation of time balances and annual leave, manual entry of ETM02 timesheets per ward and all bank shifts, not</p>	



only for monthly payroll but for weekly bank timesheet submission – spending excess hours and staff resources in collating payroll detail.

**Proposal:**

The preferred option identified in the Business Case is **Option 2 – Replace the current eRoster System to standardise across HSCNI.**

Adhering to the Once-for-NI strategy proposes procuring the same roster system **Healthroster Optima** (supplier **Allocate**) that is currently used by 3 Trusts within Northern Ireland (BHSCT, SEHSCT, SHSCT) - thus giving the opportunity to standardise a single roster system across the region. Kronos sunsetting RosterPro also affects colleagues in WHSCT.

Allocate's Healthroster Optima solution is procured under a Software as a Service (SaaS) model, meaning the software is Cloud-hosted and remains

**Funding Request:**

The overall expenditure for which approval is being sought for the project is **£1,191,334**. Of this, the business case seeks approval as follows below.

- From **DHCNI** for non-recurring revenue (Allocate Implementation costs & staffing costs) of **£467,768**
- From internally within **NHSCT** for annual recurring revenue of £723,566 over Years 0, 1, 2. Taking into account the amounts already profiled for the existing supplier (£38,642 per year), the shortfall of additional cost in switching to the SaaS model would be approximately **£130,000 per annum**.

NHSCT Finance have given approval that NHSCT will fund the uplift in annual recurring support costs associated with moving from Kronos to Allocate.