

Skills for  
Health

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Health

# Realtime Rostering

Total workforce visibility through safer, more effective rosters for better patient care.





# Flexible and integrated eRostering for health and care

In health and care organisations of every size it's vitally important that the right people are in the right place at the right time. A roster that allows you to ensure safe staff levels are maintained at all times is key to delivering high-quality patient care, at a cost that is right for you.

Realtime Rostering is the multi-professional rostering solution specifically designed to meet the challenging needs of the UK health sector. It enables organisations to plan and deliver services with the best combination of skilled people working as needed, whilst providing the opportunity to flex as patient demand changes.

Developed by healthcare specialists, Skills for Health, this easy to administer platform incorporates a wide range of additional functionality, including ESR integration, scheduled events and compliance monitoring against the European Working Time Directives (EWTD) and junior doctors' contract (both new deal and 2016 terms and conditions). Through our carefully selected partner, our solution is complemented by award-winning bank staff app, Patchwork.

Easy to implement, easy to use and developed to integrate seamlessly with your existing systems, Realtime Rostering is the unified workforce management system designed to keep your staff organised and your organisation optimised.



*We found Realtime to be very good value and it has the potential to save us money in the long run. It is also a real time-saver and so easy to navigate; the response across the organisation has been really positive.*

**Iain Elrick**

Project Manager for Workforce Planning and Redesign, NHS Grampian

## Top reasons to choose Realtime Rostering



### Easy to use

From day one we will work with you to get Realtime Rostering up and running smoothly and quickly, including ESR integration for Agenda for Change staff. Realtime is easy to use, designed to be user-friendly and intuitive, your staff will find it simple too.



### Total workforce visibility

Realtime is perfectly suited for multi-professional rostering, suitable for any and all staff groups, so you can easily roster all your people in one platform with no hassle. This includes locum and bank staff, thanks to our partnership with Patchwork. With a simple all-in-one solution, you can easily minimise the risk of errors and save unnecessary admin time.



### Cost effective

As a not-for-profit organisation, we believe every healthcare organisation should have access to a rostering platform that doesn't break the bank. That's why we ensure Realtime Rostering is the most cost-effective solution available, meaning you can reap the rewards before you've even started using it.



### Make your data work

Realtime Rostering generates meaningful reports which can be extracted, analysed and interpreted to identify previously hidden gaps, inefficiencies or waste. We will work with you to get the most out of your data, so you can take steps to improve clinical service, patient outcomes and overall efficiency.

# Expertise you can trust

Skills for Health formed in 2002 as the sector skills council to support the development of the UK's healthcare workforce.

For almost 20 years, that has remained our focus and we have worked with NHS organisations and private healthcare providers throughout the UK. We are the trusted provider of rostering solutions, elearning, compliance and skills development, consultancy, healthcare insight and research, apprenticeship support, and standards and frameworks.

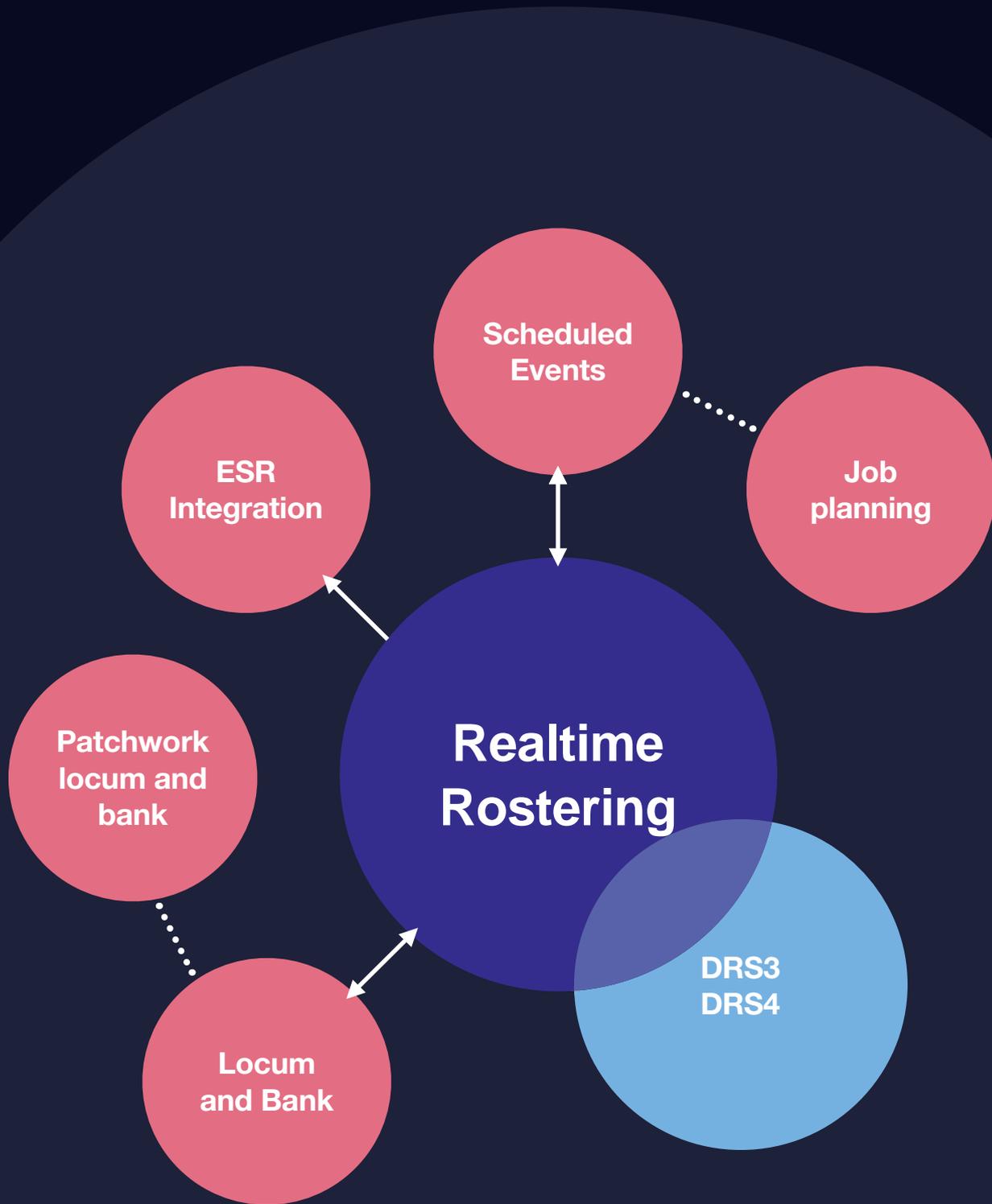
Skills for Health is part of the Workforce Development Trust, a not-for-profit organisation committed to improving people development in the sectors it serves. Other organisations within the Trust include Skills for Justice, SFJ Awards and People 1st International.



# Partnerships that work for you

We work with carefully selected partners who share the same common values as us, to support the UK's healthcare sector with a comprehensive solution for better, more effective rostering.

Patchwork is an HSJ award-winning workforce solution built in partnership with Chelsea and Westminster NHS Trust. It is backed by The British Medical Journal and works with over a dozen NHS Trusts across the country. Patchwork's digital solution helps save NHS organisations millions by connecting them to a growing marketplace of locum doctors. This removes the reliance and spend on locum agencies, grows staff banks and improves locums' experience of flexible bank working. Patchwork saves money, time and energy which can be better spent on patient care. [www.patchwork.health](http://www.patchwork.health)



# A quick overview

## Realtime Rostering - roster any staff group

Convert rota patterns into operational rosters: roster any staff group based on their fixed working pattern. Easily convert junior doctors' rolling rotas into operational rosters so you can quickly see who is on duty at any time. Or build a new operational roster for your requirements.

Ward nurse rostering: our easy to use ward rostering interface will produce weekly nursing rosters to ensure that all duties are covered.

Staff rostering: create simple, effective rosters for any staff group, ensuring you have the right people in the right place at the right time, and total workforce visibility.

Service cover rules: build both simple and complex cover rules, ensuring you can meet your safe staffing requirements.

Swap and leave management: everything you need to manage leave and swap requests quickly and easily without compromising service levels, as well as managing leave allowances for all staff groups.

Contract and EWTD compliance: peace of mind for compliance with the EWTD and any other contractual rules, even where staff have swapped duties.

Trace working hours: keep a running count of hourly-based staff, monitor for any variances and ensure they are paid correctly.

Real-time visibility: provide everyone across the organisation with a real-time view of who is on duty in any area at any time.

Self-service: help improve work/life balance with the self-service portal to show availability and allow the selection of shift preferences by staff, whilst also ensuring rosters meet service-cover rules.

Reports: extract a wealth of information for easy analysis and reporting, helping you plan for the future, improve effectiveness and save money.

Fully auditable: all changes are fully auditable against the planned roster, including when the changes were made and who by.

Access from anywhere: our cloud-based self-service can be accessed from any device, making it easy for busy staff to access rosters and manage requests whilst on the move.

## Doctors' rostering system (DRS 3 and 4)

Our doctors' rostering system is fully compliant with contractual arrangements throughout the UK. England are covered under the new 2016 junior doctors' contract (DRS4) and Scotland, Wales and Northern Ireland are covered under the New Deal contract (DRS3). Some exceptions apply.

Rota patterns: design rota patterns for junior doctors to ensure that specialities are safely staffed throughout the week.

EWTD compliance: ensure all requirements of the legislation are met, including rest requirements, and flag up where and why any patterns fail.

Monitoring: monitor all elements against the new deal contract and ensure compliance.

Guardian of Safe Working dashboard: under the 2016 contract, provide your guardians with a Trust-wide view of exception reports and hotspots against specialities or specific rotas. Export the data into Excel for further analysis or to produce payroll reports for additional hours worked.

Calculate pay: calculate pay banding under the New Deal contract and calculate pay under the 2016 contract including rostered hours, out-of-hours premium and availability allowance.

Exception reporting: junior doctors under the 2016 contract can submit exception reports directly to educational or clinical supervisors for response and action.

## Events planner

Manage scheduled activity: easily manage scheduled activity with a real-time view of events including training and work assignments.

Multi-professional events: with Realtime you'll be able to manage complex events quickly and easily, showing the many staff and roles that contribute to ensure successful delivery.

Consultant job plans: easily assign consultants to events on a recurrent basis based on agreed job plans and report on the delivery of programmed activities.

The right person for the event: make sure that complex events are covered by staff with the right skills. Improve training opportunities by matching staff with events which support their development plans.



We have used Realtime Rostering over the last three years within a busy district general hospital in Scotland.

We were extremely well supported by the Skills for Health team as we got used to using the system for managing our rota. It has been a fruitful transition that has enabled much more accuracy in managing our medical workforce, logging sickness and other leave while being transparent and accessible from any digital platform.

**William Rutherford**  
Consultant Physician, NHS Highlands

### Integrations

Bank and agency: already using a bank, agency or locum system? Realtime integrates with third party systems, including that of our chosen partner Patchwork, to automatically pass across duties or events that need cover. Once filled, the information is fed back into Realtime making sure you have everything in one place.

NHS Electronic Staff Record (ESR): payroll and absence interfaces between Realtime and ESR eliminate the need to duplicate data in different systems. If you are using another HR or payroll system Realtime can talk to most or we can develop bespoke integrations.

### Locum and bank cover

Monitor requirements: through Realtime you can easily highlight the duties or events needing cover, the reasons why, cost them and provide reports at both departmental and organisational level.

Publicise to internal staff: improve continuity of service by informing your existing staff of locum and bank requirements and reduce the need for expensive external agencies.



We manage every element of rostering implementation, workforce planning and learning management. If you'd like more information about Realtime Rostering or our other services, please get in touch.

## Find out more

☎ 0207 388 8800

👉 [skillsforhealth.org.uk/realtimerostering](https://skillsforhealth.org.uk/realtimerostering)

✉ [contactus@skillsforhealth.org.uk](mailto:contactus@skillsforhealth.org.uk)

