

Generating sustainable savings through adaptive payroll services



Equiniti delivers adaptive payroll services and transforms data capture practices at Imperial College Healthcare NHS Trust, helping the Trust to save money and significantly reduce the time its staff spend on administration.

Since going live in 2007, the 'adaptive ESR payroll project', developed in partnership with Equiniti, has been generating substantial cost savings and efficiency benefits for Imperial College Healthcare NHS Trust. Commended by the Healthcare People Management Association (HPMA) for its innovation and best practice, the ESR-compatible, tailored service has delivered an efficient, accurate and secure payroll service for the Trust as well as transforming its data capture processes.

Partnering for success

Faced with the challenge of streamlining the disparate HR and payroll provision of its two legacy Trusts, Imperial College Healthcare NHS Trust enlisted Equiniti in the design of a seamless, responsive and ESR-based payroll service. At its core is a single, adaptive payroll team formed by a collaboration between existing Trust staff and the Equiniti NHS payroll team.

Transforming data

With most of its five London hospital sites using manual, paper-based data capture, the Trust wanted to reduce the inherent labour requirements, paper transfer volumes and scope for error. To address these problems Equiniti implemented its payroll data capture software - a secure, ESR-compliant solution - across the Trust. The full configurable software allows period data inputs to be collected electronically and appropriate pay codes to be applied automatically, and requires minimal staff training.

Seeing a positive impact

Due to the reduced administrative burden, ward managers and members of the Trust's 10,000-strong workforce are not the only ones benefitting from the service: staff now have more time to devote to patients, ensuring they remain the focus of their work. A reduction in overpayments thanks to Equiniti's solution also ensures that financial resources are not deflected from patient care.

Industry:

NHS

Solution:

Adaptive ESR payroll service

Overview:

In a geographically dispersed organisation, NHS HR and payroll staff work collaboratively with Equiniti in a unified yet adaptive team, seamlessly delivering a best practice payroll service.

Key benefits:

- Efficient, accurate and secure payroll service
- Cost savings of approximately 20%
- Rapid deployment
- Flexibility to outsource further activities as needed

Every employee is a direct beneficiary of the extraordinary hard work committed to the project, not only to successfully merge the two payrolls, but to create a unique payroll provider model to deliver best practice and harness future innovations.”

Michele Salter, Associate Finance Director, Imperial College Healthcare NHS Trust

Our services for NHS Trusts

Payroll services

Inject speed and flexibility into your payroll processes with Equiniti's payroll service. Choose your level of control and involvement with an adaptive or fully managed service - each delivered by a team of dedicated, CIPP-qualified NHS payroll experts.

Period data capture software

Our Period Data Capture (PDC) software allows employees to record enhanced and overtime hours, on call and call-out hours, sickness, leave and payroll comments. It removes the administration of paper submissions and allows managers to authorise payroll information relating to their staff electronically. PDC also ensures that all employees get the correct entitlement values by applying local agreements etc.

eExpenses software

Our eExpenses software enables staff to automatically calculate mileage claims and electronically record and submit their expenses for approval by management. An ESR-complementary module, eExpenses eliminates errors and the potential for duplication and ensures that accurate claims

are submitted, guaranteeing that employees do not face delayed or incorrect payments.

eForms software

Our eForms software allows front line managers to electronically request changes to their staff employment contracts with speed and ease. It eliminates the need to complete and submit a paper form, speeding up the change request process and also safeguarding the security of the data. The request can be efficiently processed and a response issued without a complex paper-based procedure.

Workforce planning software

Our workforce planning tool is a powerful data analysis, reporting and information delivery system which identifies trends and provides quality information for taking key decisions. Data from a variety of finance, staff bank and HR sources is integrated into a single report, enabling Trust managers at every level to make timely decisions.

eRostering and time & attendance

Optimise your use of resources to ensure the highest level of patient care with e-rostering, a web-based solution

designed to give healthcare professionals a comprehensive resource management tool - and the knowledge that appropriate staff are rostered at all times.

Pension administration

Reduce your costs and improve your service in one seamless transfer to Equiniti's pension administration team. Delivered by expert NHS pension consultants, the service accesses and updates the NHS Pensions system and deals with all enquiries and pension estimates.

Consultancy

Achieve substantial cost savings, increase efficiency and improve staff satisfaction with the expert guidance of our consultants, who have substantial experience of working with NHS Trusts. They will work with you to carefully analyse your process and recommend and implement improvements that meet your specific requirements.

Contact us:

t 0843 636 8023

e enquiries@equinitipayroll.co.uk

www.equinitipayroll.co.uk