

# Custom Rostering System from Skills for Health

## Datasheet

Custom Rostering System (CRS) is the best-in-class eRostering system, developed using cutting edge technology and specifically designed to meet the challenging needs of the UK health sector by augmenting workforce planning and development practices. By combining our two industry leading systems, DRS and Realtime Rostering, CRS allows workforce managers to seamlessly create and manage short and long-term staff rosters for any staff group, maintain compliant staffing levels, and ensure teams are in the right place, at the right time. CRS can integrate with multiple other management systems, for booking shifts and reducing the reliance on locum staff and agencies.

## Advantages



- Any staffing group can be rostered
- Safer hospitals with consistent and compliant rosters
- Reduced workforce administration burden
- Productivity is improved
- Tasks are completed quicker
- Support culture change
- Shift changes can be made 'on the go'
- Easy implementation, customisation and accessibility

## Why CRS?



Many workforce management systems are not fit for purpose or flexible enough for different and complex workforce needs. Countless systems are built for particular roles and applied to other workforce groups, with different requirements and ways of working. This leads to inefficiencies, admin errors, frustration and lost time. CRS is flexible and accommodates all types of roles within the NHS, rather than taking a 'one size fits all' approach, and it can be tailored for complex workforce groups. Trusts and patients benefit from more consistent rota management, tailored to individual services.

Making the NHS more efficient will have the most impact in delivering sustainable and high-quality patient care. By improving the work-life balance of the healthcare workforce, CRS supports a culture change for rota management, reducing frustration and stress caused by lack of shift clarity. Skills for Health's best-in-class solution will help roster managers enhance shift patterns, avoid short-staffing and exceptions and provide more consistent patient care.

# Key Features

## Bespoke Contract Management Your System, Your Way

### CRS is built on two primary principles:

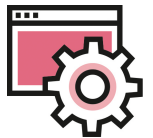
# 1.

Every staff member deserves to have a system that works in line with their own individual contract and terms of employment.

# 2.

Every organisation needs to be able to manage staff in line with their own individual contracts and ways of working.

Every staff member can be assigned a particular contract, and that contract will influence how that staff member is managed in the system, such as duty assignments, leave management, pay calculations, and managing deviations from planned work (e.g. exception reporting, monitoring, time off in lieu or overtime).



### Custom Roster Views

Users can build their own roster view, to see the staff that are relevant to them. For example, the rostering lead for Cardiology will need to see anyone working in that department. A Guardian of Safe Working Hours may need to see all the junior doctors within the trust. Each of these roles can have their own view of staff in the system and see the staff and rotas that are applicable to them. These roster views can be stored and accessed at any time, making it quick and easy to create trust-wide reports and alerts.

### Live Compliance Checks

When changing duties in either a work pattern, a rota, or a roster, if this change results in a compliance breach (e.g. Junior Doctor 2016, or European Working Time Directive) or a coverage breach (e.g. not enough staff with a particular skillset on a particular evening), then this is highlighted immediately.

### Customised to your organisation

CRS can be customised in line with local policies and preferences at your organisation. This ranges from display options (e.g. colour schemes and iconography) to organisational structures (e.g. locations and roster design) through to reporting and analysis preferences.



*I love the upgrades. My experience with CRS is that it just continued to enhance and make our processes a lot easier. I like the changes and the features included in CRS and I can see that they will be very practical and speed up the process for us. This will especially help when we're dealing with large scale logistics across multiple rotas. So, thank you for that.*

Medical Workforce Operations Manager  
Guy's and St Thomas' NHS Foundation Trust

## Key Benefits



### CRS will make Trusts more effective:

- **Any clinical staffing group can be rostered.** There is no limit on staffing group types. If they work in your hospital, you can roster them with CRS.
- **Consistent, compliant rosters ensure safer hospitals.** CRS alerts managers when rosters become non-compliant based on the Trust's safe staffing levels.
- **Reduce Workforce administration burden and improve productivity.** Reduce manual inputting of information by workforce team members.
- **Tasks which used to take hours now take minutes.** Everyday tasks can be completed quickly and easily using CRS.



### CRS supports culture change:

- **Implement effective change.** Automated processes will release clinicians from administrative tasks and allow them to concentrate on patient focused activity.
- **Shopping with Skills for Health does not privatise the NHS.** The only not for profit providing NHS rostering (no shareholders to feed).
- **Make shift changes 'on the go'.** Manage your staff in real time, with dynamic updates to rosters (including staff from bank and locum systems), fill vacancies from any device, anywhere.
- **Easily implemented, easily customised, easily accessible.** Features designed to support workforce managers to seamlessly adopt and use technology.

## Interoperability

CRS is built with interoperability in mind. Skills for Health have worked with the NHSI Supplier Reference Group, helping to establish a national standard that the NHS can use with any systems provider. Each service within our new CRS system can be integrated with a partner organisation. As a result, roster managers will have an accurate picture of real staffing at any one time (without the need to check multiple systems) whilst organisations will be able to integrate their systems of choice.

## Bespoke Implementation

Skills for Health adopts a phased approach to delivering CRS based on our experience of implementing eRostering systems, together with our understanding of the trust's needs. We break the process into controllable independent phases to reduce dependency and risk. This also offers the trust greater flexibility and lessens the need to take workforce teams 'off the tools' during implementation. Our phased approach allows the implementation to be tailored to localised needs.

We manage every element of rostering implementation, workforce planning and learning management. For more information about CRS, please get in touch and book a demo with one of our rostering specialists. Available virtually, we'll show you all the key features that NHS organisations trust to accurately and safely manage staff rosters, designed specifically for the needs of the health sector.

**Book a Demo**