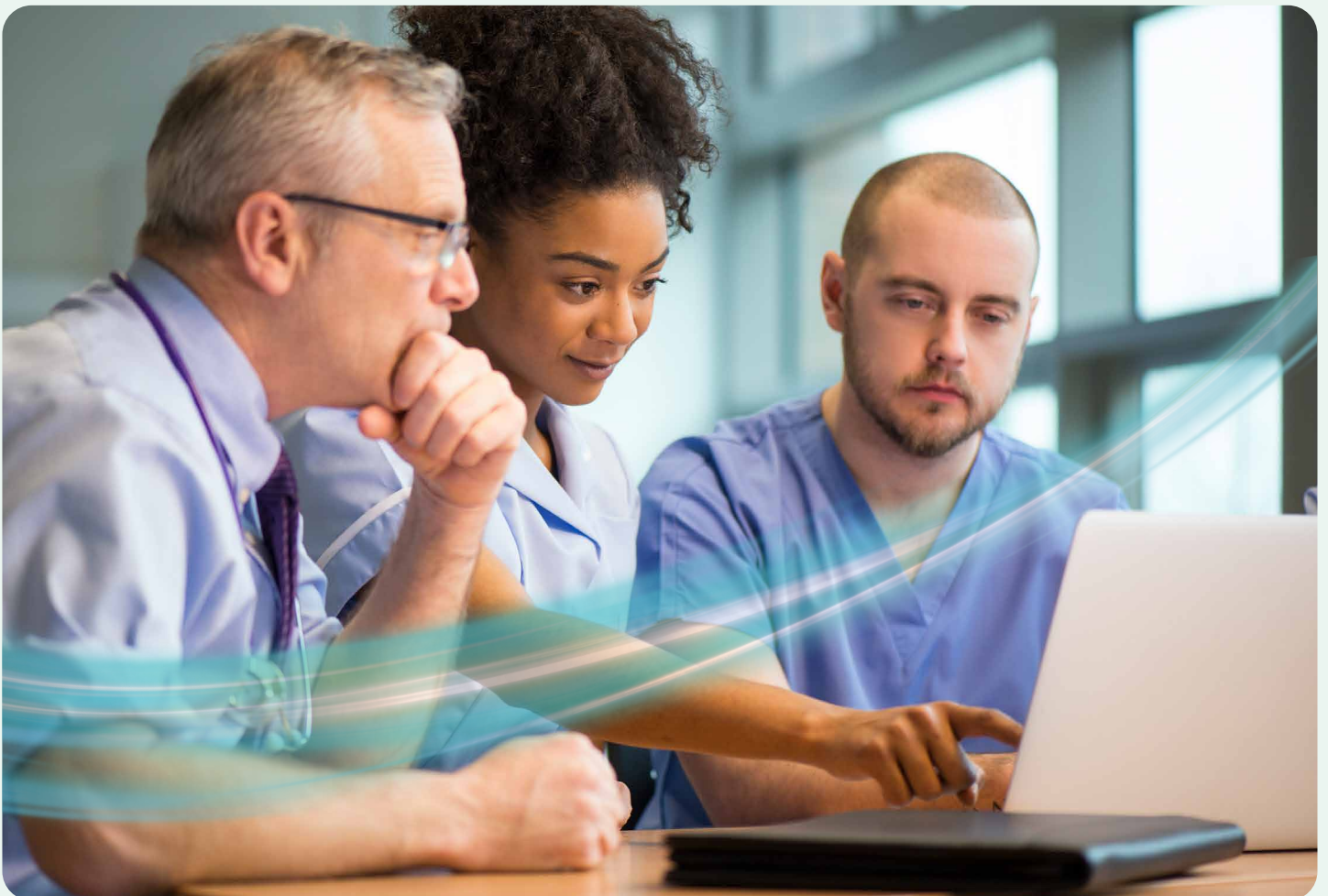


Transforming AHP workforce planning: a journey towards better patient outcomes and improved staffing levels with JobPlan



Summary

Sherwood Forest Hospitals NHS Foundation Trust, established in 2001 and achieving Foundation Trust status in 2007, manages three hospitals in Nottinghamshire: King's Mill Hospital, Newark Hospital, and Mansfield Community Hospital. Additionally, it provides services at Ashfield Health Village. Sherwood Forest Hospitals NHS Trust embarked on a journey to implement job planning for Allied Health Professionals (AHPs) across the organisation. An initiative driven by the need to improve workforce management, ensure safer staffing levels, and enhance patient outcomes. Using JobPlan, the Trust piloted job planning across multiple AHP groups, addressing challenges, assessing benefits, and positioning itself for long-term success.

Why JobPlan was introduced

Sherwood Forest Hospitals faced several critical challenges in managing its AHP workforce effectively:

Inconsistent staffing management: The Trust struggled with uneven workload distribution and inconsistent use of AHP resources. Phil Boulton, Chief Nurse, says: "We needed a systematic approach to job planning that could address these inefficiencies and ensure that our AHPs were deployed in the most effective way possible."

Lack of structured job planning: The absence of a structured job planning framework for AHPs meant that staffing levels were not consistent and not transparent across the organisation. "Without a formal job planning system, it was challenging to maintain consistent staffing levels and manage the demands on our AHPs," Phil explains.

Challenges with data usage: Effective job planning required robust data to inform decisions. The Trust needed a solution that could integrate data seamlessly to drive better workforce planning.

The solution

To address these challenges, Sherwood Forest Hospitals harnessed the power of RLDatix's JobPlan to revamp the process.

- **Introduction of JobPlan -** The Trust piloted RLDatix's JobPlan across various AHP groups to streamline scheduling and optimise resource allocation. This system enabled precise tracking of hours and improved alignment of staffing with patient care needs. "The e-job planning system provided us with the tools we needed to create a more efficient and transparent job planning process," says Phil. "It allowed us to monitor and adjust staffing levels dynamically."

- **Data-driven workforce planning -** The pilot project used statistical analysis to identify staffing needs and adjust resources accordingly. For instance, it revealed a critical need to increase dietetics staff to ensure safer staffing levels. "By leveraging data, we could make informed decisions about where to increase staffing and how to improve overall care quality," Phil says.
- **Stakeholder engagement and training -** The Trust involved key stakeholders, including Kate Wright, Associate Chief AHP, and conducted comprehensive training for staff on the new system. This is ensuring a smoother implementation and buy-in from all levels.

Our achievements

The ongoing implementation of AHP job planning has led to significant positive outcomes:

- **Improved staffing levels:** The Trust successfully increased staffing in dietetics and other areas where gaps were identified, leading to better patient care and improved staff morale. "We've seen notable improvements in both patient outcomes and staff satisfaction," Phil says. "This project has truly transformed our approach to workforce management."
- **Enhanced staff morale:** The structured approach is assisting with balancing AHP workloads and reducing burnout among AHPs, contributing to a more positive work environment.
- **Effective use of data:** The project has demonstrated the value of using data to guide workforce planning and is setting a precedent for future initiatives.



Sherwood Forest Hospitals
NHS Foundation Trust

Top tips

- **Harness data for effective planning:** Leverage data from job planning tools to make informed decisions and align staffing with patient needs.
- **Pilot before full implementation:** Start with a pilot program to assess the system's impact and make necessary adjustments before rolling it out more broadly.
- **Engage and train your team:** Ensure that all stakeholders are involved in the implementation process and provide adequate training to facilitate a smooth transition.