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## Occupational Workforce implications arising from streamlining Occupational Health



## Why streamlining

One staff group, an example - Medical Staffing

- 10,167 rotations using the ORIEL/ESR interface
- Estimated savings in administration time – 10 mins per rotation
- £40K admin effort saved

Real Benefits:

- Eliminates delay and human error
- Result - Data reliability– automatic transfer of information



## What is streamlining

- Reduction in duplication and unnecessary checks and procedures
- Consistency
- Improved accuracy in records
- Reduction in 'chasing'
- Reduction in Time to hire
- Cost reduction
- Efficiency improvement



## Who is streamlining

- London
- West Midlands
- East Midlands
- East of England





*“To adopt a regional set of standards and guidance that ensures all agreed Occupational Health information will be shared and transfers with all regional employees when moving from Trust to Trust”*

Elizabeth Horne, Director of Human Resources Papworth Hospital NHS Foundation Trust





## Streamlining East of England



The 2 main issues were to become more efficient and improve

1. pre-employment screening
2. immunisation.

The reasons behind streamlining OH were queried

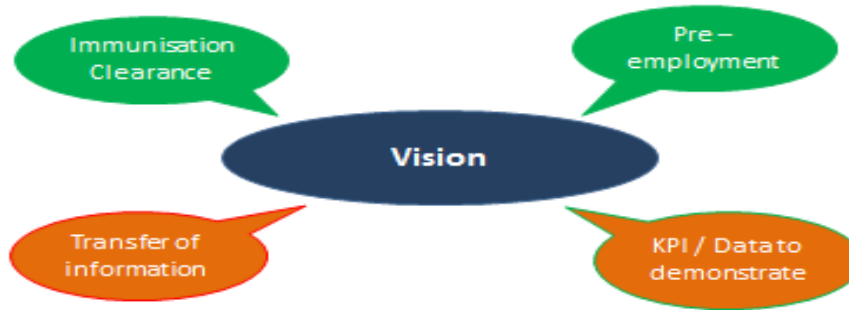
It was identified that whilst Trusts may be satisfied with their current processes, as a region do they allow us to effectively transfer a member of staff from one Trust to another. There is scope to limit any issues that could potentially affect the movement of staff.



## Milestones



### Achievements to date



## Workforce implications



- Closer working between OH departments
- Be prepared to accept different methods of working
- Educationally need to ensure that graduates on all programmes have the necessary skills to deliver all OH services

