

FOI 7738 - HR Outsourcing

FUNCTIONS	SUB FUNCTIONS	PLEASE MARK 1 COLUMN PER ROW		IF OUTSOURCED, TO WHICH COMPANY/SUPPLIER?	IF OUTSOURCED, WHAT WAS THE CONTRACT VALUE FOR FY 2018/2019	IF OUTSOURCED, WHAT WAS THE CONTRACT VALUE FOR FY 2019/2020?	IF OUTSOURCED, WHAT WAS THE CONTRACT VALUE FOR FY 2020/2021?
		MANAGED IN-HOUSE	OUTSOURCED				
Core HR	Workforce benefits team		x	South, Central & West Commissioning Support Unit	It's not possible to break down the total outsourced cost of the CSU's HR contract into these various lines, we don't break the contract down in this way. Therefore, please see below the total outsourcing costs for HR services with South, Central & West CSU for the last 3 financial years: 2018/19 - £153,975 2019/20 - £157,974 2020/21 - £160,188		
	HR Leadership and Business Partners		x	South, Central & West Commissioning Support Unit			
	HR policy governance & development		x	South, Central & West Commissioning Support Unit			
	Absence management		x	South, Central & West Commissioning Support Unit			
	Employee relations		x	South, Central & West Commissioning Support Unit			
	Workforce planning		x	South, Central & West Commissioning Support Unit			
	Job evaluation		x	South, Central & West Commissioning Support Unit			
	Personnel file management		x	South, Central & West Commissioning Support Unit			
	Registration maintenance		x	South, Central & West Commissioning Support Unit			
Occupational Health & Wellbeing			x	South, Central & West Commissioning Support Unit			
Recruitment			x	South, Central & West Commissioning Support Unit			
Temporary Staffing		x					
Medical Staffing			x	South, Central & West Commissioning Support Unit			
Workforce Information & Analytics	Maintenance & reporting of information from ESR		x	South, Central & West Commissioning Support Unit			
	Set up and maintain all position data and associated ledger code/assignment of AfC/Medical & Dental terms and conditions.		x	South, Central & West Commissioning Support Unit			
	Maintenance of workforce information databases		x	South, Central & West Commissioning Support Unit			
	Processing, analysing and reporting workforce data		x	South, Central & West Commissioning Support Unit			
Education	Needs analysis	x					
	Course catalogue development		x	South, Central & West Commissioning Support Unit			
	Learning management system		x	South, Central & West Commissioning Support Unit			
	Knowledge management		x	South, Central & West Commissioning Support Unit			
	Course commissioning/delivery	x					
	e-learning material development		x	South, Central & West Commissioning Support Unit			
	Assessments	x					
	Statutory mandatory training		x	South, Central & West Commissioning Support Unit			
	General training	x					
	Nurse & medical education & induction		x	South, Central & West Commissioning Support Unit			
Organisational	Staff survey	x					
	Performance management	x					
	Organisational change	x					
	Equality & diversity	x					
	Leadership & team development	x					
Rostering		x					
HR specific systems	Systems (including licences, purchase and annual support and maintenance) to deliver the HR function (e.g. remote access tools, TRAC recruitment)		x	South, Central & West Commissioning Support Unit			
	Designated software support staff associated with these systems		x	South, Central & West Commissioning Support Unit			
Expenses reimbursement	Expenses processing		x	South, Central & West Commissioning Support Unit			
	Expenses Software		x	South, Central & West Commissioning Support Unit			
	Production of P11D forms		x	South, Central & West Commissioning Support Unit			