



Allocate-Insight

Nursing Workforce
Comparator Network

Allocate Insight: Nursing Comparator Network

Moving beyond curious comparisons to insightful improvements.

The Allocate Insight: Nursing Comparator Network is a service designed to help the board answer three vital questions:

1. **Where do our wards and departments stand when compared to others internally?**
2. **Where do we stand on key workforce metrics when compared to other organisations?**
3. **Exactly what are those with better results doing that we can learn from?**

The service brings together finance, nursing and HR to provide in-depth, evidence driven insight. It powerfully combines data from HealthRoster and SafeCare, in-depth analysis of outliers, documented learning and best practice together with actionable steps for improvement that can be adopted by others to drive positive change.

Our aim is to provide data + industry insight + learning to systematically drive improvement.

Managing the healthcare workforce is complex. Knowing where you stand on key staffing metrics when compared to peers is a powerful tool to prompt further questions or provide assurance, indeed the benefits of such comparisons have been documented in CQC reports and by other central bodies. However at Allocate we believe this data alone will only give you part of the story.

The Allocate Insight: Nursing Comparator Network takes the unique rich data metrics from HealthRoster and SafeCare one step further; applying additional research, cross referencing other data sources and undertaking detailed investigations in a control group of trusts to help identify exactly what the data means to patient care and productivity. The result for members is a deeper understanding of their own position including further comparisons, together with suggested steps and action plans for improvement.

Allocate-Insight

Imagine if you had a reliable source of data to ask:

- What does my agency usage look like compared to others?
- How does my rostering practice impact on staff availability?
- What does my skill mix look like compared to others?
- Looking at specific services, am I delivering a similar number of hours of care per patient compared to other Trusts?
- How does my planned headroom compare to others?
- What is my unavailability like compared to others?

Imagine if it was backed up by additional research and comparisons to answer

- Why outliers have different results to my organisation with the opportunity to find out why
- What those delivering more hours of care per patient are doing that your organisation is not as well as exploring if there is any evidence to support different patient outcomes in those delivering less?
- Exactly what are those with better availability of contracted workforce doing differently?

What does the Allocate Insight: Comparator Network provide me with?

- Access to the aggregated workforce data sets driven by HealthRoster and SafeCare, all data is anonymous and trusts only see their own position and data in relation to others.
- Exploration of the literature and insight related to key workforce metrics presented in a highly visual way enabling you to build an understanding of other contributing factors such as staff satisfaction, patient outcomes and compliance with statutory and mandatory training. Personalised detailed comparison reports, that factor in other information, for key metrics through-out the year.
- Shared best practice, we extract the practical steps that organisations who are high performing put in place and share the practical steps so you can easily spread best practice.
- Access to Learning Sets where together with other members you can will explore the data, learn from others, create action plans and share your experience of mobilising change. Access to evidence based toolkits from a range of authors saving time spent sourcing these to help manage improvement.

- Regular board-level reports to help drive engagement and unify the vision for improvement across nursing, HR and Finance.

Allocate Insight: Nursing Workforce Comparator benefits include:

- Reduced unavailability
- Reduced agency spend
- Greater insight on skills mix and implications
- Greater and demonstrable assurance on safe staffing
- Better grip on balancing safety, quality and productivity
- Better use of e-Rostering
- Early warning of risks
- Intelligent monitoring of workforce data



HealthRoster & SafeCare Comparators Data

- Access to **comparators software** providing up-to-date view of your trust's position on key workforce metrics via visual reports and data
- Trusts see own relative position but not the names of other trusts, meaning your details are **anonymous** to others
- One metric per quarter is explored in greater detail with **Analysis and Investigation**



Analysis & Investigation

- Metrics for deeper investigation are **triggered by outliers in the comparators** or member requests
- Investigations of **high performers** will be conducted using interviews, surveys, onsite visits and deeper data analysis including cross referencing other data sets in order to **determine what the organisation is doing differently** and its wider impact
- Personalised, **graphical comparisons** using multiple data and insight sources



Sharing best practice

- Join a network meeting on a quarterly basis to explore the comparators data together, **share experiences and best practice**, and hear **direct feedback** on the learnings from analysis and investigation
- Action plans for improvement will be shared
- National influencers will be invited to provide comment and updates



Action plans & toolkits

- Documented **reports** available to members that outline the key messages from the comparators data, **capture lessons** from high performers and provide **defined action plans** or **checklists** to help members manage improvements
- **Letter to key board members** providing update on trust position in the comparators and sharing reports



Benefits & outcomes

Improved organisation:

- Reduced avoidable costs by improving unused hours and managing additional duties
- Reduce unavailability
- Reduce agency spend

Aware, Intelligent Organisation

- Greater insight on skills mix and implications
- Understand workforce flexibility
- Greater assurance on safe staffing
- Early warning of risks
- Intelligent monitoring of workforce Data

To join the Allocate Insight: Nursing Comparator Network or for more details on the comparators or network itself please email allocateinsight@allocatesoftware.com or contact your Allocate account manager.

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