

## Intelligent Business Services - HR - People Transformation

### Problem

- Current average time to hire is **78 days** significantly above the target of **56 days**
- Every day of delay costs the trust **£18,000** due to reliance on temporary staff (bank and locum).
- Poor visibility across the hiring process leads to confusion and **inefficiencies**.
- Over-reliance on **non-digital documents** results in repeated data entry and slow processing.

### Solution

#### Workflow Automation

- ✓ Implement a digital workflow tool to monitor and track candidate progress in real-time.
- ✓ Introduce automated steps to reduce manual intervention and increase transparency.

#### Digital Integration

- ✓ Implement Develop and integrate digital forms at each hiring stage, ensuring they are compatible with existing systems.
- ✓ Build automation between HR systems (TRAC, ESR, Occupational Health) and e-forms to minimise manual workload.

### Expected Benefit

For every day reduced in the time to hire, the trust saves **£18,000** on temporary staffing.

#### Mapping & Analysis

3 months

Assess current processes and identify automation opportunities.

#### Form & Portal Development

3 months

Create digital forms, application portal  
Ensure integration with HR systems

#### Automation Rollout

3 months

Implement automated workflows  
Test and optimise

**NHS**  
Kettering General Hospital  
NHS Foundation Trust

**NHS**  
Northampton  
General Hospital  
NHS Trust