



NHSP: Data Driven Workforce Strategy Delivers 156 Million Revenue Growth

The opportunity

The NHS, one of the world's largest employers, faced significant challenges in managing its vast workforce effectively. The organisation needed to optimise staffing levels, reduce costs, and improve patient care by ensuring that the right staff were in the right place at the right time. With increasing pressures on healthcare systems and a need for data-driven decision-making, NHS Professionals (NHSP) sought to transform their approach to workforce management using advanced data analytics and AI solutions.

Our partnership with Beyond has been instrumental in transforming our organisation's data management and analytics capabilities.

- Dave Callow, Chief Information Officer,
NHSP

The solution

Implementing Data-Driven Strategies for Workforce Optimisation

To address these challenges, NHSP partnered with Beyond to implement a data-centric approach that would revolutionise their workforce management. The strategy focused on several key areas:

1. Advanced Workforce Analytics: By leveraging data analytics, NHSP was able to gain deeper insights into staffing patterns, demand fluctuations, and workforce utilisation. This allowed for more accurate forecasting and better alignment of staff resources with patient needs.

2. AI-Driven Staffing Solutions: The introduction of AI-driven models helped NHSP predict staffing needs more accurately and deploy staff more efficiently. These models also supported real-time decision-making, ensuring that staff levels were always optimal, even in dynamic and unpredictable environments.

3. Cost Reduction and Efficiency Gains: Through the use of predictive analytics and AI, NHSP was able to reduce overstaffing and reliance on expensive agency workers, leading to significant cost savings. The streamlined staffing process also improved overall operational efficiency.

The impact

£156 Million

The data-driven approach to workforce management and optimisation contributed to a significant revenue growth of £156 million.

30%

The improved forecasting and resource management led to a 30% increase in the availability of staff, ensuring better coverage across NHS facilities.

25%

By optimising the use of permanent staff and reducing dependency on temporary agency workers, NHSP achieved a 25% reduction in agency staff costs.

20%

The AI-driven staffing models increased the efficiency of shift assignments, resulting in a 20% improvement in shift fill rates, ensuring that critical roles were consistently staffed.

4. Enhanced Data Infrastructure: Beyond assisted NHSP in building a robust data infrastructure that enabled seamless integration of data across various systems. This infrastructure supported advanced analytics and provided a solid foundation for future digital initiatives.

Lessons learned



Data-Driven Decision Making is Crucial: The success of the NHS workforce transformation was heavily dependent on the effective use of data analytics and AI. These technologies enabled more accurate predictions and better resource management.



Cost Efficiency through Optimisation: By reducing dependency on expensive temporary staff and optimising resource allocation, NHSP achieved significant cost savings, which were crucial in the context of public healthcare funding.



Building a Robust Data Infrastructure: Establishing a solid data infrastructure was essential for supporting advanced analytics and ensuring that NHSP could continue to innovate and improve its services.

The transformation of workforce management at the NHS demonstrates the power of data and AI in driving significant improvements in efficiency, cost management, and service delivery in large, complex organisations. The strategic partnership with Beyond has positioned NHSP to continue enhancing its support for the NHS through data-driven innovation.