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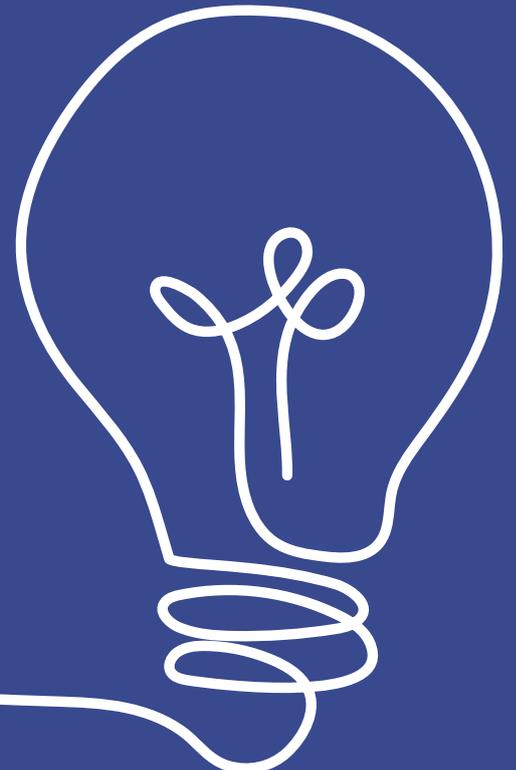


ESR PAYROLL CONSOLIDATION AND DETAILED ANALYSIS

AIREDALE NHS FOUNDATION TRUST

NORTH EAST AND YORKSHIRE, ACUTE

With special thanks to this team of innovators for taking part in the pilot of this programme and contributing to its development.



 **FOR INFORMATION ON THE
INNOVATION PROGRAMME
CLICK HERE**

THE INNOVATORS

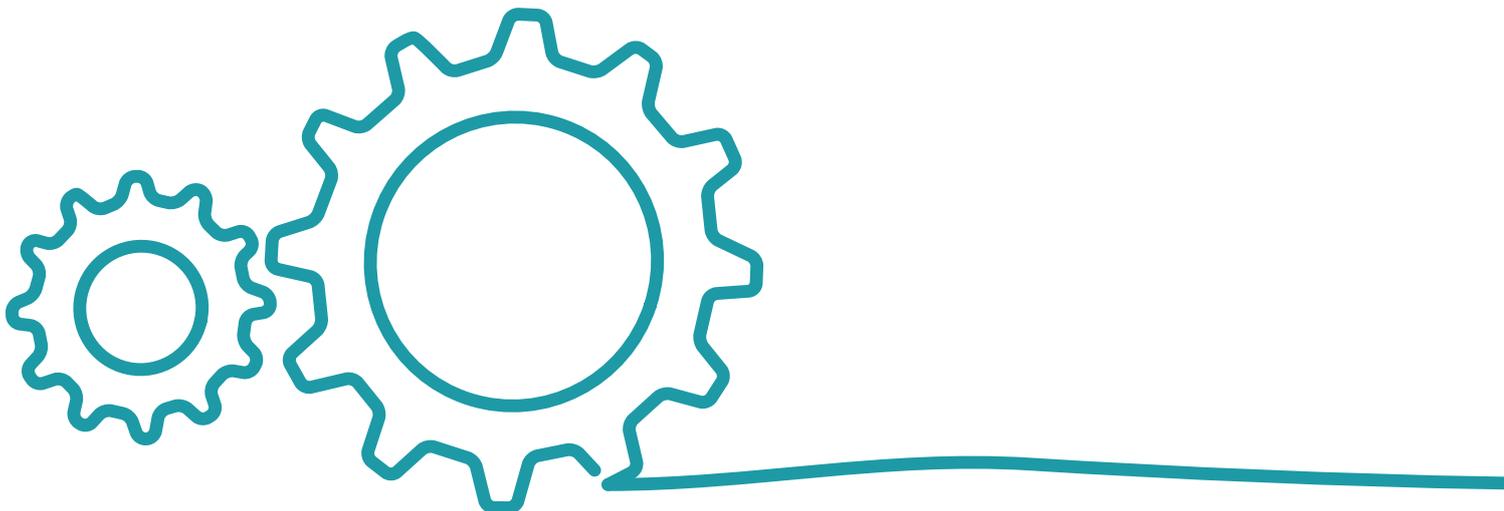
Naheem Ahmed is a systems development accountant at Airedale NHS FT with extensive NHS experience. He is eager to learn more, make best use of latest technological advancements as well as create new innovations.

THE PROBLEM

Various teams within the finance department needed to easily access and manipulate ESR payroll data in various ways because otherwise reporting/ queries may be time consuming and sometimes inconsistent.

THE CHALLENGE

How might we overcome the barriers faced in implementing working day one reporting, so that we can provide timely, up to date and relevant financial information?



THE INNOVATION

Using PowerQuery and PowerPivot we were able to consolidate the detailed allowances and deductions ESR outputs as well as employee lists. Additionally, we linked cost centre hierarchy, subjective hierarchy and other files to add granularity to our outputs. The customisation of outputs is endless, for context, a few examples of the most commonly used pivot outputs can be supplied on request.

ESR pay element names are slightly different to the element names that get uploaded into our ledger, therefore historically reconciling figures was very difficult and time consuming. As part of this innovation, a mapping table was fed into the data-model so that we can easily reconcile the figures in ESR to the general ledger and to the gross to net reports.

An additional benefit of this innovation is that we have been able to recreate payslip data for any single employee for the last 20 months in one pivot table. This file has also been very beneficial to help provide assurance to audit regarding pensions and national insurance contributions (NICs).

THE LESSONS LEARNT

- **Don't proceed without speaking all potential interested parties - it could have saved us some time.**
- **We learnt to produce very meaningful outputs that can be modified to meet user requirements. This was achieved by experimenting with the latest software developments and embracing new methods of working.**

THE OUTPUTS

The tangible products that came from our innovation were:

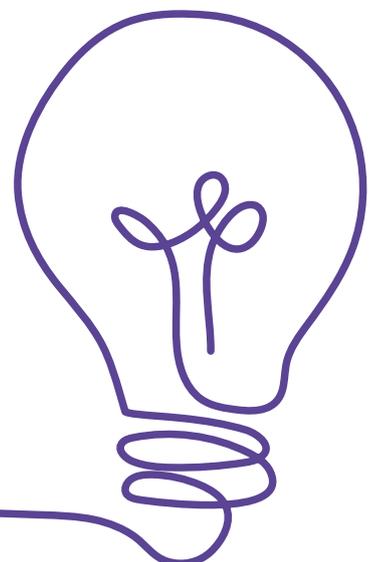
- additional audit assurance that NIC/ pensions are correct
- being able to reconcile the ESR output to what is in the ledger. The ESR output has much more data than ledger information so more detailed analysis can be carried out
- ability to reconcile the gross to net reports and obtain further information behind the element names
- ability to obtain ad-hoc data quickly, for example Freedom of Information Act requests, overtime information etc.
- ability to look at directorate or speciality level using the hierarchy and ability to look at staff groups using the subjective hierarchy
- 20 months of payslip information at a glance.

THE OUTCOMES

The benefits of the innovation are that staff in the department no longer need to look within a monthly pdf for payslips, nor do they have to login to ESR to download data which could often be time consuming. This solution gives the department extensive information within one file stored locally.

THE QUICK WINS

We found this a very beneficial innovation for our Trust. PowerQuery and PowerPivots were used in conjunction and the setup is most time consuming. Once models are setup, the monthly payroll updates are very quick.planning.



THE REVIEWERS SAID

“ADDRESSES ONE OF THE FUNDAMENTAL CHALLENGES IN BOTH FINANCIAL MANAGEMENT AND COSTING. ESR IS A KEY FEED BUT IS RARELY EASILY RECONCILABLE TO LEDGER/ FINANCIAL MANAGEMENT DATA AND OFTEN DERIDED FOR BENCHMARKING. BEING ABLE TO RECONCILE QUICKLY WITH COMMON TOOLS RATHER THAN BESPOKE SOFTWARE IS HUGEY IMPORTANT.”

“PULLING DATA TOGETHER IN ONE PLACE USING TOOLS ACCESSIBLE TO ANYONE TO PRODUCE OUTCOMES USABLE BY MANY IS BRILLIANT.”

“THIS COULD BE USED ELSEWHERE AS A TEMPLATE AND EXAMPLE TO INTEGRATE ESR AND THE GENERAL LEDGER.”



WHAT YOU CAN DO NOW

SUBMIT INNOVATION

If you recognise the problem stated and have implemented your own innovation to overcome it please submit this innovation to the programme and give others more examples to learn from.

REGISTER INTEREST

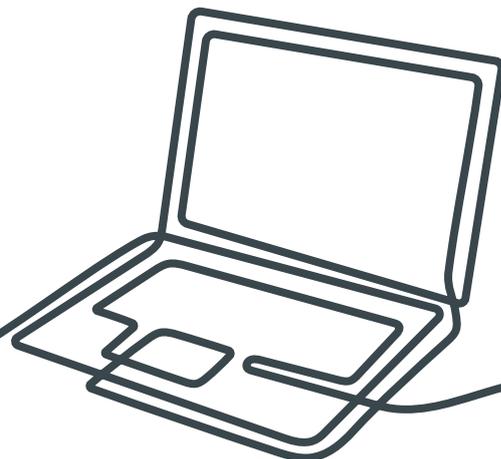
If you recognise the problem stated and would like to know more details about this innovation in particular, we will be hosting showcase and workshop sessions throughout the year, so all interested staff can gain ideas and inspiration from innovators in a manageable one-to-many format.

SUBMIT PROBLEM

If you have a problem but don't currently know of a solution to it, then please submit it here and in 2022 the Forum intends to crowdsource solutions to problems that don't currently have known innovations.

LEARN MORE

If you would like to learn more about about the innovation programme please click for more details.



IN SEPTEMBER 2021 THE FORUM LAUNCHED...

- A national Innovation Programme for NHS Finance staff to submit their innovations for peer review. Successful innovations will be published and accessible to all on the One NHS Finance website
- A 'Software Skills For Finance Staff' event series taught by NHS Finance for NHS Finance including MS Excel, PowerBI, SQL etc.
- An 'Art of the Possible' briefing which explains two new technologies AI & Blockchain and discusses the opportunity for NHS Finance
- An Automation Group to review and improve the efficiency of existing national processes and returns

WHAT YOU CAN DO NOW

- Submit your innovations for peer review
- Sign up to be an innovation peer reviewer
- Read Art of the Possible
- Sign up for Software Skills for Finance
- Register your interest in automation and all things innovative

Innovation Programme



Software Skills



Automation sign up



Be a peer reviewer



Art of the Possible



FURTHER INFORMATION

Website: FinanceInnovation.nhs.uk

Email: FinanceInnovation@nhs.uk

LinkedIn: [One NHS Finance](#)

Twitter: [@OneNHSFinance](#)



One NHS Finance brings together the Future-Focused Finance, National Finance Academy, and the Finance Innovation Forum programmes and networks to make sure that everyone working in NHS Finance has access to skills, knowledge, methods, and opportunities to influence and enhance patient services.



Identifying and developing innovative ways of working and new areas of improvement.