



EMPACTIS ENABLES MANCHESTER UNIVERSITY NHS FOUNDATION TRUST TO MEET THE WORKFORCE CHALLENGES OF COVID-19

“The Empactis platform has been vital and integral to our continuing response to COVID-19 and the workforce challenges it has brought with it.”

Claire Macconnell
Group Director of HR

Manchester University NHS Foundation Trust (MFT) is one of the largest acute trusts in England. It employs more than 25,000 staff across ten hospitals and community services in the North West.

The sheer scale of the Covid-19 absence challenge in a Trust this size was daunting. Yet because MFT had already rolled out Empactis Absence Manager across the organisation, it could deal better with many aspects of the rising tide of demand during the pandemic, from easier NHSEI SitRep reporting to engaging with its workforce.

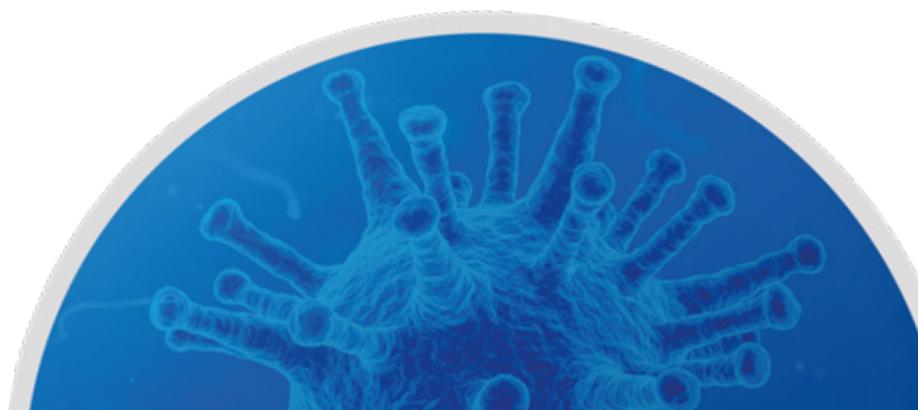
During a time of crisis, enabling managers and senior staff to engage effectively with employees was critical. New, centralised and collaborative HR, Employee Services and Employee Health and Wellbeing models were being built. Staff were being redeployed into new roles or to work at home. They needed support, wherever they were working.

As knowledge of the impact of the virus on different communities grew, MFT also recognised the urgent need to ensure Covid-19 risk assessments for BAME and other vulnerable groups. They were able to utilise the Empactis system to manage these.

Every new challenge added more workload for overstretched HR teams, extra reporting demands, and a need for additional and accurate data for decisionmaking. Because Empactis was already a partner in MFT's long-term initiative to reduce absence and enhance staff health, the teams could work together to meet its constantly changing needs. MFT is currently expanding its rollout of the full Empactis system.

“The Empactis tool has supported senior team decision making... to enable a really proactive response to the pandemic.”

Claire Macconnell
Group Director of HR



EMPACTIS HELPS UNIVERSITY HOSPITALS OF NORTH MIDLANDS NHS MANAGE ABSENCE AND TESTING THROUGH THE COVID-19 PANDEMIC

Like many organisations, in early March 2020, University Hospitals of North Midlands NHS Trust (UHNM) began to see absences far higher than the norm among the 11,000 staff at Royal Stoke University Hospital and County Hospital in Stafford.

During the following months it would need to deliver not just extensive real-time daily reporting but work tirelessly to ensure all absent employees reporting Covid-19 symptoms or exposure were supported to return to work safely at the right time.

The Trust was in a better position to meet its absence reporting challenges than in previous pandemics such as H1N1 influenza. This was largely because it had started to implement the Empactis system in 2019, and its absence module was already in place. It meant that reports could be prepared for NHSEI in three keystrokes.

UHNM knew that the national NHS staff testing scheme would help uninfected staff return to work faster. It faced a hurdle because staff contact information is largely held by line managers, and the data in ESR can be out of date. The Empactis team met an urgent need to surface staff contact information into an easily accessible report so that staff could be contacted swiftly for testing.

“This time, reporting how many people were off and why to fulfil the requirements of the SitRep can be done in five minutes with the help of the Empactis platform. That was a revelation.”

Gemma Grimes
Head of Employee Relations

“This was a real game-changer on staff testing. It was only possible with the responsiveness of the Empactis team...”

Jane Haire
Deputy Director of Human Resources

NHS
University Hospitals
of North Midlands
NHS Trust



Absence Manager



Health Manager



HR Case Manager



COVID-19

Learn how the Empactis system can enable effective, connected management of NHS workforce health, absence and employee relations cases at <https://empactis.com/sectors/nhs>

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Employee Health Management System

 
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