

Lantum Secondary Care: In-Genius™

Service Definition

Proven to improve staff satisfaction, strengthen compliance, and deliver measurable savings, Lantum provides a smart, scalable workforce management platform to address NHS Trust workforce challenges. Powered by AI, Lantum introduces a new way to build compliant rotas, giving doctors greater choice over their leave while ensuring rotas are as cost-effective as possible with minimal gaps. Lantum has developed the first proactive rota solver that actively searches for the optimal rota, balancing clinical, contractual, and operational constraints.

Developed in partnership with NHS clinicians, rota managers, and workforce teams, Lantum brings scheduling, compliance, and fulfilment together in one connected platform. Clinicians directly input their preferences for shifts they wish to work or avoid. Lantum's InGenius algorithm evaluates tens of thousands of rota combinations, balancing Trust and departmental rules with the need to minimise gaps. Unlike traditional static systems, it actively optimises outcomes, improving workforce satisfaction while supporting Trusts in delivering their Cost Improvement Plans.

The Lantum Secondary Care Platform comprises the following modules:

Lantum In-Genius™

AI-assisted rota design delivers fair, preference-aware, and fully compliant scheduling

- Platform creates the most optimal rota by balancing staff preferences, departmental requirements, and contractual obligations
- Improves staff utilisation and reduces gaps while increasing staff satisfaction by giving clinicians greater control over when they work
- Rotas are built with leave, training, and individual preferences considered from the outset
- System automates rota creation for both full-time and less-than-full-time staff, applying robust compliance checks and significantly reducing the administrative burden on rota managers and workforce teams

Lantum In-Flight™

Once a rota is created using In-Genius, managers use Lantum's real-time rota visualisation and communication tools, including swap functionality, to manage rotas day to day.

- Platform provides a real-time, single source of truth accessible to both staff and managers
- Rota gaps are visible at a glance, allowing substantive staff to book available shifts easily
- Managers can make rota changes and communicate updates instantly, with a full audit trail to track all changes.
- In-Flight mobile app allows clinicians to view their rotas on their phones, request leave, and arrange swaps with colleagues, subject to rota manager approval
- By replacing fragmented workflows such as email, spreadsheets, and messaging apps, In-Flight significantly reduces administrative burden and minimises the risk of errors

Lantum In-Check™ Compliance (formerly DRS)

In-Check Compliance (formerly DRS) enables workforce teams to create safe, fully compliant resident doctor work patterns without manual effort.

- Automatically flags non-compliance against the Junior Doctor Contract, EWTD, national regulations, and local contractual rules
- Integrates with In-Genius™ to perform real-time compliance checks as rotas are being designed, or can be used independently
- Calculates pay based on actual hours worked, rather than expected schedules, improving payroll accuracy
- Supports pay premia, weighting allowances, and local pay variations.
- Generates downloadable reports including worked hours, duty counts, and compliance outcomes
- Provides structured exception reporting to support Guardians of Safe Working and audit requirements