PayPulse
The pay people for doctors.

PayPulse Rostering

Cost- efficient, modern medical rostering

PayPulse Rostering on G-Cloud 15

A summary - an end to end modern solution focussed on efficiency

PayPulse Rostering is an end to end solution for resident doctor rostering within NHS organisations. It is built to optimise rotas by aligning the operational clinical needs of a department whilst optimising the resident doctors working in a department through optimised working patterns to deliver cost savings.

We optimise the amount of hours worked by doctors to be the most efficient possible within the operational clinical constraints of a department. We use AI and algorithmic rostering to achieve this. This directly impacts the cost of the resident doctor workforce - making savings for departments whilst maintaining an optimal clinical service.

We start off by building optimised patterns. This is by default using pre-determined departmental rules to ensure safe staffing, work-life balance but also cost efficiency in how the workforce is rostered. We take lots of information about residents to automatically build patterns which build in optimal flexibility to reduce overstaffing leading to cost inefficiencies, understaffing leading to locum spend. One of the ways we do this is by adjusting work intensity through a rotation to mitigate against the continuous rotation of doctors.

We uniquely turn those optimised patterns directly into rosters and work schedules in a streamlined automated process. We then couple those with the other components required, triangulating information from education and other teams to do this. The results are fully compliant work schedules which are guaranteed to match rotas - also completely mitigating the risk of pay errors (only 1 in 5 doctors are paid accurately currently due to work schedule and rota mismatches).

Finally, we then deliver these working patterns to our rostering app to be viewed by doctors and local rota managers. They can then quickly see when they're working, see who is working, swap shifts and request leave as well as booking locum work - as you would expect from any modern rostering solution.

The whole process is designed to reduce the time spent, and ultimately staff needed, to produce complex rotas and make this as seamless as possible. This not only frees up capacity for corporate staff, but also reduces the time needed here.

That in combination with fewer overstaffing occurrences, and reduced locum spend is set to save trusts potentially millions in resident doctor workforce spend.

Features

- **Comprehensive rostering - pattern builder, compliance checker, live rota manager**
  - One solution in a single end-to-end application
- **Rota pattern builder - model staffing requirements and plan financially**
  - Build medical rotas based on service need, evidence and see the costs to build support for
- **Built in AI-powered algorithmic auto-rostering for efficiency and cost savings**
  - PayPulse Roster uses complex logic to calculate the most efficient distribution of working hours across complex rosters while monitoring pre-determined clinical staffing and contractual compliance.
- **Automated pattern-to-roster conversion for guaranteed pay accuracy**
  - A unique "one-click" process that transforms **optimised** working patterns into live, actionable rosters.
- **Departmental and organisation-wide financial, live and future workforce reporting**
  - Reporting and insights readily available at a departmental and an organisation wide level to accurately identify current inefficiencies and plan for rota patterns and changes.
- **Calculate doctors' pay, compliance checking, manage (and send) work schedules**
  - Live pay calculations and compliance checking - demonstrating real time cost implications and contractual issues with existing or new rota patterns
- **Innovative cost-saving user interface, preventing payroll errors**
  - Reporting and insights readily available at a departmental and an organisation wide level to accurately assess and plan for rota patterns and changes.
- **Interaction with ESR and existing rostering/ payroll solutions via APIs**
  - PayPulse Rostering allows secure interaction between existing platforms and other software via APIs to ensure flexibility in implementation.
- **Manage leave, shift swaps, absence and rota overviews in a single application**
  - Efficiently set rules to auto-approve leave within pre-defined parameters and manage swaps, leave and absence via the overview functions.
- **Resident doctor facing application**
  - A native mobile application designed for doctors to view "who is working," access their schedule, and receive live updates.

Benefits

- Improved financial control through real-time reporting and workforce insights
- Lower resident doctor staffing costs through efficient rota patterns
- Proven delivery of rapid, measurable financial savings
- Significant time and staff savings for corporate and rota teams
- Accurate pay through guaranteed rota–work schedule alignment
- Improved workforce planning with live cost forecasting
- Improved work-life balance without compromising service delivery
- Faster collaboration across workforce, education, and rota teams
- Reduced locum spend by minimising vacant shifts
- More flexibility with current payroll solutions using APIs

Rota building, but efficiently and with cost savings

PayPulse Rostering starts with patterns. Organisations or departments start by building rota patterns - whether it's your existing pattern, or you're looking to build something new which is more efficient.

Users define safe staffing levels, get a live overview of the number of medics due to work each day, instant cost calculation and see in real time the impact of decisions made when building patterns.

Alternatively, PayPulse Roster also has an AI-powered algorithmic approach to patterns. PayPulse Roster can automate the key part of the pattern build process to not only save corporate resources and time, but make the final pattern more efficient.

Over 1 in 4 medics are now less-than-full-time, and every resident rotates. PayPulse Rostering uses the pre-set standards for your organisation or department to design the most efficient rota patterns for a clinical area's needs.

This approach delivers real results - such as changing the work frequency across any rotation periods, to ensure reduced vacant shifts and locum costs and ensure smooth service delivery whilst maintaining a work-life balance for doctors. The system also uses less than full time doctors' information to produce more efficient job sharing or staff rota patterns - increasing staffing efficiency, and therefore reducing costs.

Plus, this approach sees an end to endless hours of corporate teams pattern building and manually updating spreadsheets. PayPulse Rostering not only makes the rota patterns themselves more cost-efficient, but also saves corporate resources in the planning process.

Central governance, financial control and planning are also enhanced by PayPulse Rostering. With a clear reporting system for the current spend on resident medical staffing, as well as an ability to forecast potential changes - financial projections become easier to manage.

Work schedule management, eliminating pay errors

Our research shows that 4 in 5 resident doctors are paid incorrectly. For NHS organisations, it is a lose-lose situation, overpayments are never recognised and underpayments create large legal and financial liabilities.

The overwhelming majority of these errors are due to multiple (and incorrect) versions of work schedules or rotas not matching work schedules. PayPulse Rostering sees an end to this - through direct conversion from rota to work schedule with version control.

PayPulse Rostering takes the built rota patterns, directly from rotas, to create work schedule patterns. Using innovative UI, there are also prompts to help team members avoid pay errors - which are demonstrably commonplace when using other platforms.

Collaboration is also a key component of PayPulse Rostering. Multiple team members can work on the same live rotas, work schedules or documents at the same time, and versions are maintained.

Education teams can also simultaneously manage and add educational documents to create the final work schedules - all as part of one application and collaborative process.

Work schedules can be directly issued to doctors, and can also be filed or sent to payroll teams at the same time. That means PayPulse Rostering manages versions of work schedules too - so if work schedules need to be updated, that's all managed from within the app but version control is maintained, therefore no pay errors occur.

Within weeks of implementation in current NHS clients, PayPulse Rostering has a proven track record of delivering hundreds of thousands of pounds in cost savings.

Roster management, easy with automations

The final part of the comprehensive PayPulse Rostering solution is the roster management itself, which is built to allow clinical areas to set pre-defined rules for leave and swaps to take the administrative burden off local teams. That means less time dealing with simple, routine approvals and more time dealing with escalations.

For resident doctors, PayPulse Rostering offers a modern app to see shifts, arrange leave and swap with colleagues. Work schedules are also directly accessible via the app, and directly match the rotas.

Support - onboarding, training and ongoing support

The PayPulse team is available to discuss the scope of your organisation and work with you on how our solution could work in your organisation.

Our onboarding process starts by scoping out your organisation and working with key stakeholders to identify how we can support each team and area and how your platform will be setup. We then help setup your platform ready for your organisation.

We provide in person, hybrid or online training for groups of staff in your organisation - from senior managers to see the operational and financial oversight features, to Guardians of Safe Working to rota leaders in each department.

Once your platform has gone live in your organisation, our support platform is available for your team to submit queries. These are answered by the PayPulse team to ensure you're always able to access timely and quality help and support.

More information

More information is available on our website: www.paypulse.co.uk

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