

# New in Version 4 of INSPIRE

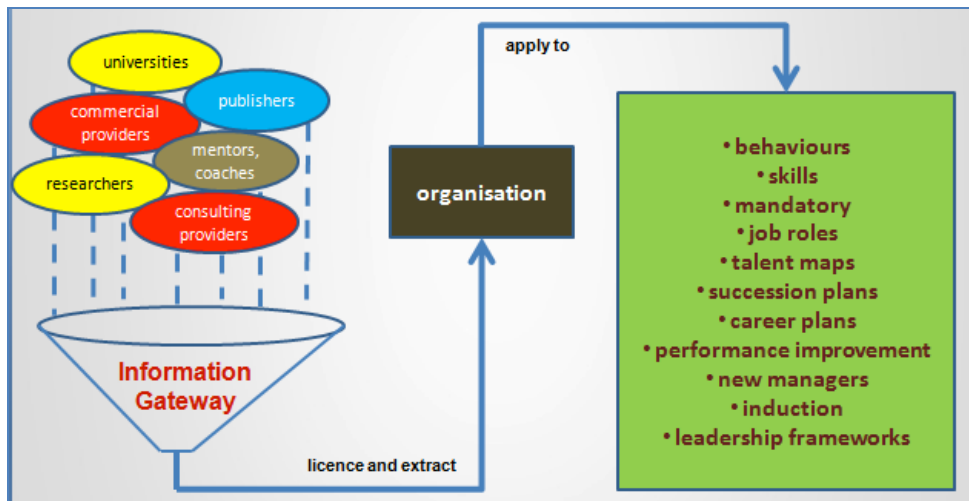
## Extended Assessment

You can now add staff surveys before or after the Behaviours assessment

## Learning

We have opened up Learning, especially eLearning from internal and external providers. It doesn't matter where the Learning is located, the staff member can access everything from one PDP screen.

Working with several eLearning providers, including Learning Pool and Edge Hill University, we have streamlined access. To make it really easy there is "single-sign-on" so no need for multiple registrations and log-ins. We also collect the result of quizzes or tests at the end of eLearning and store that by staff member.



But we don't manage Learning in isolation.

Working with the NHS NW we deduced methods to associate Learning with staff requirements. For example, you can now give a manager and staff personalised catalogues of recommended Learning. They choose what courses are appropriate depending on the staff capability and rating. And they can book direct, with workflow approvals, if you don't have your own booking system.

You can recommend learning for Behaviours, Job Role competencies, Talent Maps, Occupations. For Mandatory Training and Skills you can now be prescriptive.

For immediate Governance initiatives you can "push" Learning into staff PD programmes with a deadline. We have several simple ways of gathering learning and staff lists with "include/exclude" options and a full audit trail. We have worked closely with Lancashire Teaching Hospital on this aspect of the project.



# New in Version 4 of INSPIRE

## **Learning Needs – New Learning**

New Learning Needs can be added by L&D directly or by any staff member. If the latter there is a process in place for:

- Staff to input their recommendations
- Supporters to add their voice and comments
- Manager to approve
- L&D to approve

## **Learning Needs - Analysis**

Providers can be grouped by type (NW Universities on CPD Apply, Other NW Universities, Universities outside NW, Conferences, Clinical Skills, Others etc.)

The learning courses they provide can be budgeted for the New Year based on units for multiple reporting groups e.g. Nurses, Midwives, AHP etc., which are an amalgamation of multiple occupation codes.

Actual engagement on courses is compared against budget as the year proceeds.

## **NW LETB**

Learning Needs that have been approved by L&D at Trust level can be sent to the NW Region for approval, and commissioning.

All the LNA for all Trusts can be accumulated into reporting for the NW Region using the reporting groups and reporting occupations described above.



# New in Version 4 of INSPIRE

## New Interventions

In addition to the Buddy, Supervision and PIP programmes in V3, you now have several new applications that you can introduce when you need them:

- 360
- Development (Induction, New Manager, leadership programmes)
- Talent Maps
- Succession Planning
- Career Paths
- Staff Surveys

## Staff Engagement

We encourage staff to get engaged and the best way is through well-known programmes:

- Employee of the Month (voted by peers)
- Feedback (including anonymity if you activate it)
- Forums (encouraging initiatives and gathering supporters)
- Learning Needs (again encouraging specific learning for specific needs)
- Career Path (look at aspirations and help along the way)
- Living CV (getting staff to be pro-active about their capability and history)

## Back Office

There are more charts and statistics with emphasis on summary to detail deep dives as before.

We have taken feedback from clients and streamlined the back office. If you are not using sub-applications you will not see the programs associated with them. When you are ready turn them on. So, as in the staff and manager area there is no clutter!

## Getting Started

We are learning too! You can now be up and running much more quickly using our wizards to load and check data, including staff, related data, department structures and internal learning catalogues.





# New in Version 4 of INSPIRE

## Technical

We have worked with several HR systems on XML interfaces, including Oracle and Sage. In all our NHS Trust clients we have integrated with ESR and are currently engaged with the ESR integration team to streamline the process even further.

From extraction of staff from all HR databases we can now identify starters, leavers and movers. We can also highlight re-starters and link them to their previous record in INSPIRE.