Supporting the NHS **People Plan** pillar

Growing for **the future**

while making our **People Promise**
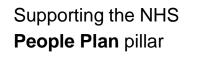
We are a team

using ESR to deliver the future **of NHS human resources and organisational development vision**

Leading **improvement,** **change** and **innovation**

Future of NHS HR & OD Report Action	Recommended Action
Promote and encourage employers to complete the free online learning culture training and accredited learning packages and take demonstrable action to model these leadership behaviours.	Promote, to all employees, the 1000+ free online courses via ESR Employee Self Service. These can be completed by using the ESR Learning Management functionality.
Update the talent management process to make sure there is greater prioritisation and consistency of diversity in talent being considered for director, executive senior manager, chair and board roles.	Make use of the ESR Performance Management Plans and bespoke Appraisals which can be used to assist organisations talent management processes.
Launch an updated and expanded free online training material for all NHS line managers, and a management apprenticeship pathway for those who want to progress.	Maximise the ESR Learning Management functionality for current and future e-Learning courses.
Publish competency frameworks for every board-level position in NHS provider and commissioning organisations.	ESR has the ability to create national competency frameworks to support national initiatives.
Place increasing emphasis on whether organisations have made real and measurable progress on equality, diversity and inclusion, as part of the well-led assessment.	ESR BI has standard reports for WRES and WDES allowing organisations to understand the workforce and complete statutory workforce reporting.

ESR - A Workforce Service delivered by the NHSBSA

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We are **recognised** and **rewarded**

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Harnessing the talents of all our **people**

Future of NHS HR & OD Report Action	Recommended Action
Offer more apprenticeships, ranging from entry-level jobs through to senior clinical, scientific and managerial roles.	By enabling Apprenticeships to be recorded in ESR, Organisations can report on these positions via BI. The BI promotions reports will then be able to show if employees are progressing in the organisation.

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Enabling new ways of **working** and **planning** for the **future**

Future of NHS HR & OD Report Action	Your Organisations ESR Call to Action
Encourage our former people to return to practice as a key part of recruitment drives during 2020/21, building on the interest of clinical staff who returned to the NHS to support the COVID-19 response.	Support the onboarding of people returning to practice via the Applicant Dashboard. The Applicant Dashboard ensures that statutory and mandatory training can be completed online prior to the employee commencing work. This this can be completed via a work/personal device.
Continue to work with professional regulators to support returners who wish to continue working in the NHS to move off the temporary professional register and onto the permanent register.	Enable several core and non-core data interfaces available that maximise ESR recruitment capability. Core interfaces are used to communicate with other national systems and bodies including the General Medical Council, Nursing and Midwifery Council. ESR enables all professional staff to be registered in ESR to always enable patient safety.

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We are **always learning**

using ESR to deliver the future **of NHS human resources and organisational development vision**

Embedding **digitally** enabled **solutions**

Future of NHS HR & OD Report Action	Recommended Action
HEE to further develop its e-learning materials, including simulation, building on the offer provided in response to COVID-19.	Use the ESR Learning Management functionality which provides comprehensive control of all the activities associated with the learning and development of NHS employees.

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