

Key Developments

Career Progression

Three new analyses have been added to the NHS Staff Movements Dashboard to highlight trends within career progression. The aim from introducing these analyses is to allow for further investigation and greater understanding of what might affect an employee's career progression and identify where progression has already taken place.

- Apprenticeship Progression – shows employees that have an apprenticeship record and have moved job role or pay grade within a defined period.
- Secondment Analysis – identifies where employees on secondment have had an assignment change from Internal Secondment to Active Assignment within a period.
- Non-Required Competencies and Promotions – shows a comparison between non-required competencies and promotions within the period.

Data Quality

A number of new analyses have been added to the NHS Data Quality Dashboard.

Additional Supervisors

The Additional Supervisor data quality test identifies where an assignment is recorded as an additional supervisor, but they are no longer an employee.

Local Grade Codes

NHS Local Grade Codes identifies vacant local grade codes. The analysis only runs as at the current date and does not work with any of the dashboard prompts.

This analysis is also available on the Data Quality page of the NHS Payroll Dashboard.

Assignment Attributes different to the Position

Three new analyses identify where the Organisation, Role and Grade of the assignment does not match that of the position. It is best practice for these to match.

Effective Date Greater than X Years

We have introduced an employee and assignment version of a data quality analysis to identify where the future effective date of a change is greater than 10 years in the future. The number of years is a variable and should be expanded to find further issues.

Assignments Against Eliminated Positions

Assignments in Eliminated Positions identifies assignments whose position hiring status is set to eliminated and corrective action should be taken.

Employee Picture

We have introduced data quality analyses to the NHS Data Quality and NHS Recruitment Dashboards to identify where there is no picture against the employee or applicant record.

Data Quality User Interface

The NHS Data Quality Dashboard summary pages have been refreshed with a new user interface. The summary analyses now return as red where action needs to be taken, or green where there are no outstanding issues. The number of affected records are returned.

Assignment Tests

Assignment Category should not be Null	2
A person's total combined Contracted FTE should not exceed 1.28	0

Alerts

Outstanding Elements (Overpayments) Assignment

Designed similarly to the existing overpayments alert, this new alert flags assignments that were set to terminate process assignment yesterday and have one of the defined elements against it. This will return employees that have moved from substantive to bank only or where there are multiple assignments and no actual termination date recorded.

Compliance below 100%

This alert is designed to identify assignments whose compliance has fallen below 100%. Assignments will continue to be returned on this analysis until they reach 100% compliance.

Available for Bank Alert

This alerts to subscribers where employees were terminated in the pervious week and have indicated that they are 'available for bank'.

Actual Termination Date	Leaving Reason	Employee Name	Assignment Number	Organization Name	Position Name
31/01/2026	End of Fixed Term Contract	Smith, Dr Jo	12345678	000 HR Office	1234567 Recruitment Assistant G2A Human Resources
			12345678-2	000 HR Office	1234567 Recruitment Assistant G2A Human Resources
15/05/2026	Retirement Age	Smith, Dr Jo	98765432	000 HR Office	1234567 Recruitment Assistant G2A Human Resources
			98765432-2	000 HR Office	1234567 Recruitment Assistant G2A Human Resources

For further information on all of these alerts, users should refer to the NHS Guide to Standard Alerts.

Accessibility

The online BI Dashboard guide and associated PDFs have been updated to ensure that it meets accessibility requirements and provide alternative text descriptions for users using screen readers.

ESRBI Enhancements

Two new enhancements for ESRBI were introduced in Release 68.

Employee Picture Functionality

The Employee Picture field has been introduced across a number of subject areas and indicates whether or not an employee or applicant has a picture against their record. We have since introduced data quality tests to the NHS Data Quality and Recruitment Dashboards to identify where these are missing.

Applicants without a Picture	814
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Learning Fields

A number of Learning and Certification fields were introduced in R68.

Human Resources – Learning Enrolment and Completion

Learning Catalogue - Course

- Minimum Attendees
- Maximum Attendees
- Maximum Internal Attendees
- Maximum Waitlisted

Learning Catalogue - Offering

- Remind Before Class Start
- Restrict Automatic Enrolment from Waitlist
- Maximum Waitlisted

Learning Catalogue – Class

- Restrict Automatic Enrolment from Waitlist

Human Resources – Learning Certifications

- Restriction on self-study
- Max number of consecutive certifications and renewals using self-study *
- Max number of consecutive renewals using self-study *
- Course (Mandatory or Optional)
- Optional components to complete

* Dynamic value based on option selected for restriction on self-study.

Upcoming Developments

Data Quality Dashboard Review

We will be reviewing the NHS Data Quality Dashboard analyses in view of readiness for potential prioritisation in regard to data migration to the NHS PeoplePortal.

