

# Grace's story



# Personal Details – Login to ESR to prove who you are

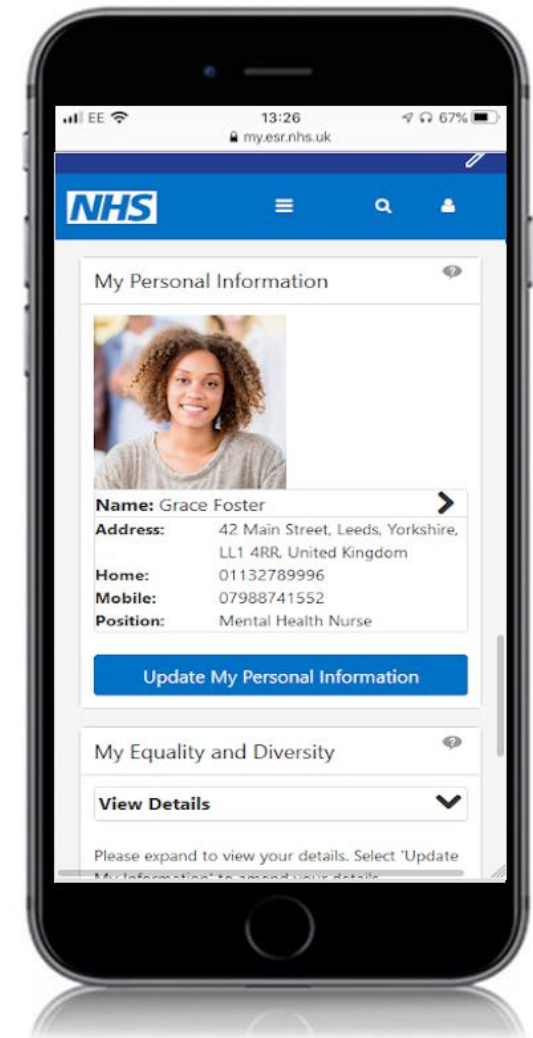
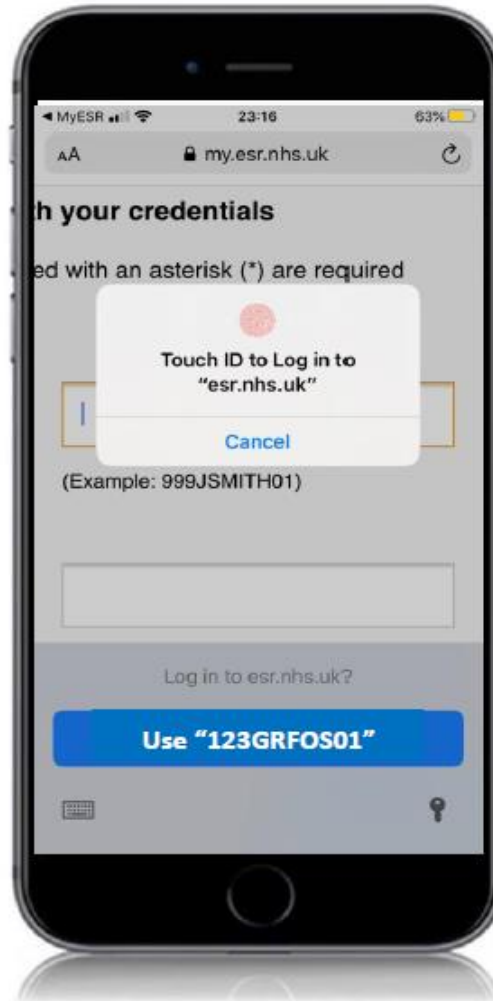
Grace is requested to work at an alternative NHS Trust to support them with Coronavirus pressure.

Grace arranges to meet the HR team at the alternative NHS Trust. Grace is focussed on helping patients and wants to start doing this as soon as possible.

The HR Team need to confirm that Grace is who she says she is and that she is fit to practise.

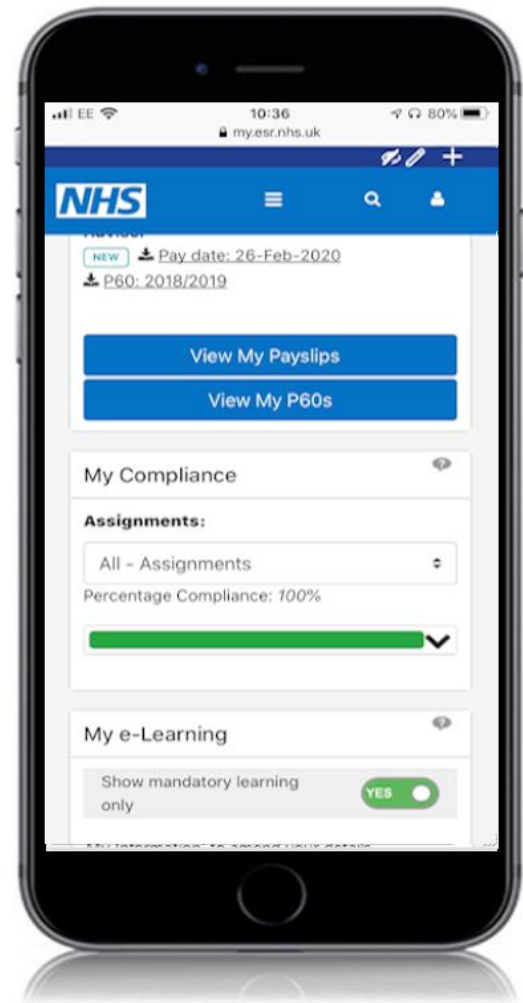
Grace has access to her ESR record through Employee Self-Service. Grace also knows that ESR supports employee access via any internet connection on any mobile device – using a username and password or biometric if the device allows. Grace chooses biometric fingerprint login for ease of access.

Therefore Grace is able to access her ESR record on her mobile phone and shows the HR team her picture on the ESR Portal to prove her ID.



# Compliance – one scroll to prove your compliance

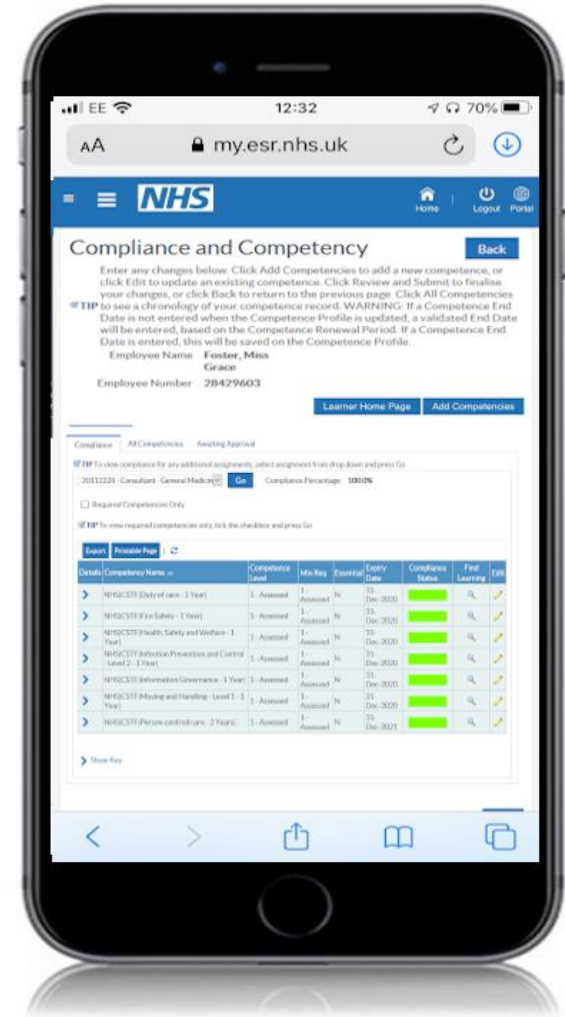
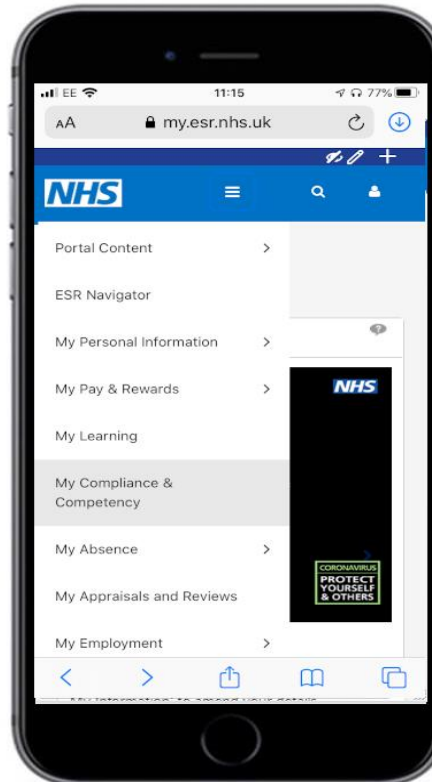
The ESR Portal also includes the “My Compliance” portlet for Grace. She uses this to show that she is currently fully compliant against the competencies required to do her job.



# Compliance Cont. – 2 clicks to detail your compliance

Understandably, the HR Team would like more information about Grace's competence and fitness to practise.

This is not a problem for Grace. She navigates to the “Compliance and Competency” forms within her ESR record and shows the HR Team the full details of all competencies she currently holds, including those from the Core Skills Training Framework (CSTF). The profile also shows the expiry date for each of the competencies that Grace holds.

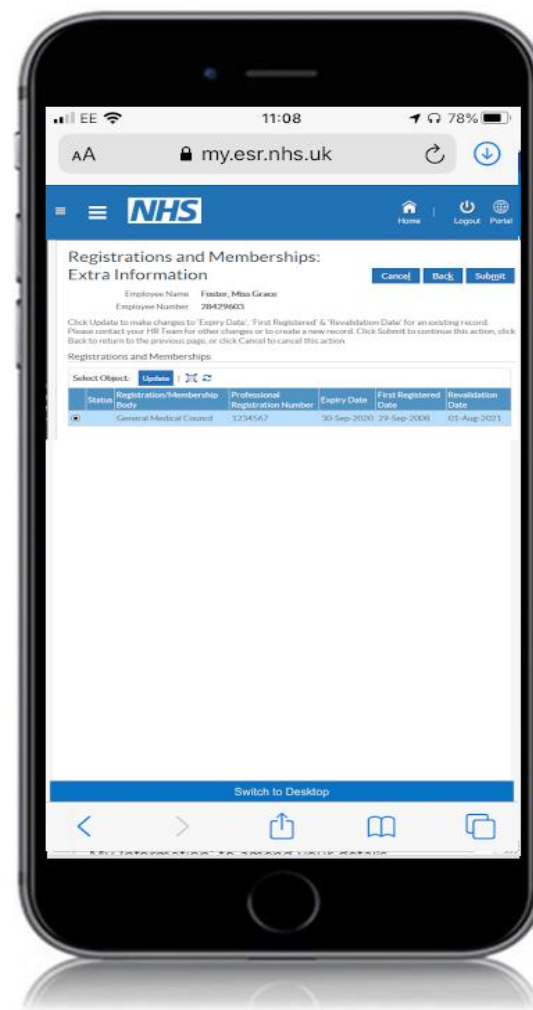


# Registrations & Memberships – 2 clicks to evidence your professional registration & memberships

Grace knows that she can also confirm her GMC registration information.

She navigates to her Registration and Membership form in ESR to show that she has a current registration with the GMC.

As ESR has a direct interface with the GMC the HR department are assured this is up to date information.

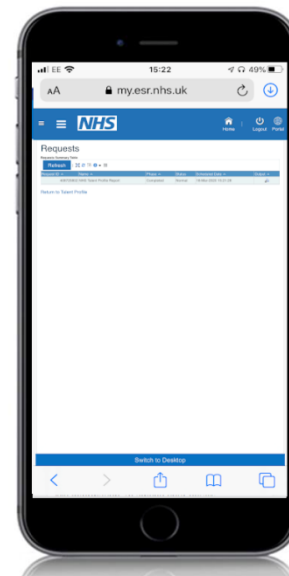
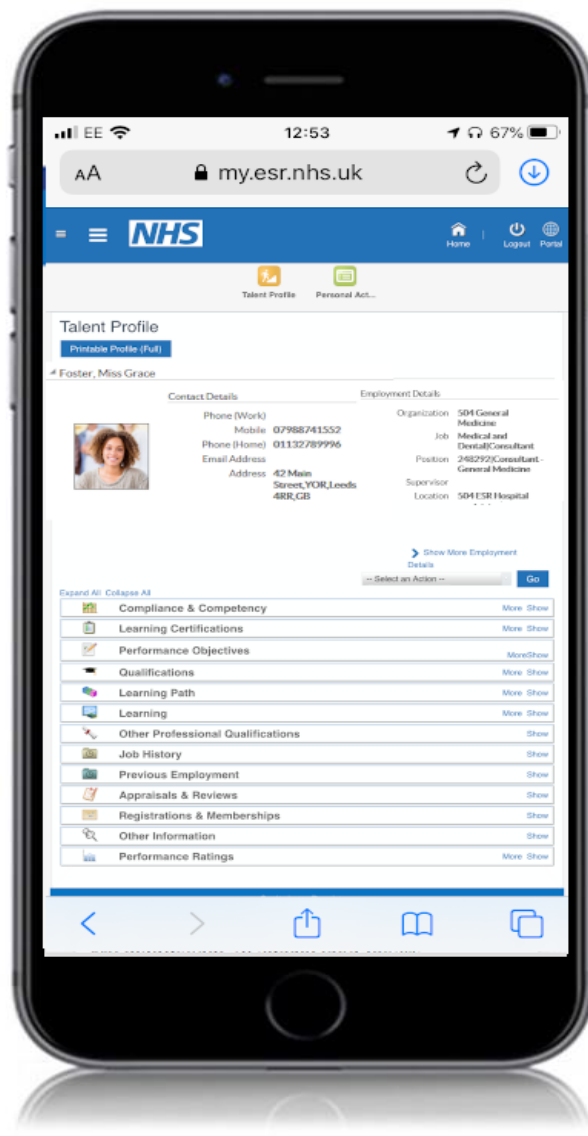


# Talent Profile – 4 clicks to email a summary pdf profile

As a final step to complete this process quickly and efficiently, Grace knows that she has access to her Talent Profile.

This evidences Grace's qualifications, registrations and learning; it indicates Grace passed employment checks when she started, and it includes Grace's photo ID, if uploaded.

Grace also knows that she can output this Talent Profile summary to pdf format in less than a minute and e-mail it to a member of the HR Team if required.



# NHS HR – a rapid pre-employment on-boarding process

By logging in to ESR and accessing four screens, Grace can show on her smart device useful details needed by the HR team in a few minutes.

If Grace is required to provide a physical summary of ID and fitness to practise, again, within a few minutes Grace can go directly to her Talent Profile from which she can create a pdf and e-mail the information.

If a Workforce Sharing Agreement has been established using NHS England and NHS Improvements 'Enabling Staff Movement toolkit', that enables organisations to rely on each others prior employment checks, then the HR team can accept Grace's identity and that she is competent/fit to practise in the role they need her assistance - without delay or duplication.

The HR Team supplement this with any further local orientation they require, as they would for any agency/locum worker.

Grace is authorised to work as soon as possible and is able to fulfil her role of helping patients.