How we can help you with managing your workforce establishment

NHS Midlands and Lancashire (ML) offers a scalable, high-quality digital solution – ECSys (Establishment Control System), designed to implement and manage workforce establishment effectively. We can support you by providing:

- Clear visibility and transparency of workforce contractual changes within your organisation
- Better understanding of proposed establishment changes and a way for raising proactive challenges before actions are taken
- Fully-managed approval process for all requests impacting establishment, including recruiting for vacancies, creating new positions, adjusting budgeted full-time-equivalents (FTEs), disestablishing positions, altering employee hours, contract extensions and job re-banding
- Help with accurately maintaining work structures
- Timely maintenance of funded FTEs, including an accurate overview of your organisation's true vacancy position, both as a whole and by service line
- Better efficiency by using a digital platform and reducing reliance on paper-based processes.

Why choose NHS ML?

By the NHS, for the NHS: Our deeply rooted understanding and commitment to NHS values ensures solutions tailored specifically to your needs.

Flexible resources: We provide the capacity to implement change effectively with adaptable resources and straightforward, rapid procurement and delivery.

Proven expertise: Our extensive experience and skills come from the practical application of ECSys within our own organisation.

Multi-disciplinary teams: We can assemble specialised teams, including cloud development, technical support, project management, training and administrative assistance.

Efficiency focus: We prioritise efficiency and offer support in business case development and outcomes tracking.

Deploying Workforce Establishment Control System (ECSys)

» ECSys, developed using Microsoft 365 applications and Power Apps, provides users with role-based access, eliminating the need for usernames and passwords. Secure system access is configured during the mobilisation and deployment phase onto your Microsoft 365 tenant.

» NHS ML offers ongoing administrative and technical support throughout the contract lifecycle to fully support you and your users. Your workforce teams can easily upload ESR extracts directly into ECSys, ensuring that all establishment changes made in ESR are promptly updated within the ECSys application.

» We provide comprehensive training to all ECSys users during the deployment phase, ensuring your users are fully equipped and supported to use the system.

» ECSys has specifically been developed to be intuitive and simple to navigate, facilitating a smooth submission and approval process.

» The ECSys application consolidates all requests, discussions and decisions into a centralised location, offering a comprehensive audit trail for financial and HR decisions related to the contracted workforce and their outcomes.

"ECsys has introduced a level of control executed in a simple tool. We have successfully combined the processes in workforce and financial teams to look at changes systematically enabling updates to our baseline workforce establishment which have an audit trail."

Pam Hughes, Deputy Director of Delivery, NHS ML

How we do it

Engage and work closely with local stakeholders to collaborate to ensure a smooth deployment of ECSys

Provide full user training and ongoing technical and administrative support

Deploy an experienced team with a range of skills to deliver well defined and agreed outcomes with and for you

Utilise expertise from across NHS ML to offer holistic support including workforce management and IT cloud solutions

Enabling you to be outstanding through transformative people solutions.

For more information on our products and services contact us today:
Email: mlcsu.partnerships@nhs.net

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