

workpal benefits map

Below is analysis of what you can expect to achieve through **workpal** and associated expected benefits. At a macro level, investing in **workpal** as a holistic performance solution reflects a kind, compassionate and inclusive culture, demonstrating that you care and value the performance process and want to make this a positive experience and enabler for your people and the great work that they do. It also supports the national People agenda of making best use of technology and digital solutions to deliver great people services.

workpal has been mapped to key strategic NHS plans and thinking such as People Promise, Future of HR/OD, CQC Well Led, Covid Resilient & Recovery, NHS workforce plan. We are registered with AHSN's at the highest level with them supporting us as a proven product that is "ready to spread". As a business we are registered on the G13-Cloud Procurement Framework and are NHS IG and DTAC compliant.

what workpal enables

Alignment to the Trust's vision, values, behaviours, and strategic objectives. This is your leadership framework and narrative that influences organisational culture, which workpal is designed around, continually reinforcing what matters to the Trust and how this will make a difference to your patients, partners, and people.

expected benefits

Culture

- Coherent leadership narrative that influences what people do and how they do it
- Clarity of what matters and why that drives a sense of purpose

People

- Increased motivation and sense of belonging – people know how they are contributing and making a difference and can see and feel that they are part of something much bigger through shared values. Directly influences levels of engagement

Efficiency

- People and teams are focusing on the right areas to progress delivery of strategic objectives

Organisational Effectiveness

- Line of sight on how the organisation is meeting its objectives, including any gaps
- Feeds directly into talent management, career development, learning and development, and succession planning

what workpal enables

Performance management is a continuous process that facilitates high performance working, growth, development, and improvement. workpal is designed to be an ongoing tool which incorporates and facilitates appraisals, objective setting, updating and measuring progress, recording evidence, high quality 1-2-1 meetings, and feedback. Emphasis is on a continuous performance process that culminates in the annual appraisal, as opposed to emphasis on the appraisal itself.

expected benefits

Culture

- Individuals continually reflect on their progress and where necessary adjust their objectives contributing to a continuous improvement and agile mindset and way of working
- Feedback in real time from across the organisation that facilitates growth – democratises the performance process
- A caring culture where emphasis is placed on the individual in the context of what matters to the organisation

People

- Enables individuals to perform in a more conscious way
- Increased value and engagement derived from demonstrating positive levels of performance
- Stronger relationships facilitated through real-time feedback
- Increased awareness and opportunities for personal and professional growth

Efficiency

- Regular focus on performance and encouraging real-time feedback ensures that people are concentrating their efforts in the right way
- Easier and quicker for individuals to gather evidence to support the end of year appraisal process
- 1-2-1 meetings focus on content that matters to drive performance and that employees are supported to do so (including health and wellbeing, flexible working, inclusion)

Organisational Effectiveness

- A focus on continuous performance creates the conditions for flexing to a changing environment and ensuring alignment with what matters
- Supports other people agenda such as learning and development, streamlining learning needs analysis exercises

what workpal enables

A great employee experience where people are empowered, have increased personal responsibility and autonomy, a stronger voice, have a greater sense of purpose, can see where they are adding value, feel cared for, have their performance recognised, and experience better relationships. workpal facilitates high quality and supportive conversations.

expected benefits

Culture

- A stronger culture influenced by a positive employee experience, underpinned by compassion and kindness
- Greater alignment between desired and actual culture

People

- A consistent positive employee experience through emphasis on continuous performance, and high-quality conversations that focus on the individual as well as performance
- Increased motivation and engagement
- Positive relationship with their line manager, which is the most common factor when people consider their employee experience

Efficiency

- People work smarter and more intuitively
- Less time and cost being spent on consequences of poor employee experience

Organisational Effectiveness

- Correlation between better employee experience and levels of performance, engagement, retention, attendance, discretionary effort.
- Feeds into attraction and retention agenda

what workpal enables

Individuals take personal responsibility for driving their performance within the context of the leadership framework and narrative.

expected benefits

Culture

- Increased personal accountability and responsibility
- Distributed decision making within defined parameters
- High performance derived from increased self-management

People

- Higher levels of engagement, motivation, and performance
- Increased sense of trust from the organisation

Efficiency

- Managers spending less time on 'managing' and more on facilitating and coaching
- Increased innovation through a democratised process – individuals more able to use their judgement within the context of the leadership framework

Organisational Effectiveness

- Better outcomes for patients (linked to increased staff engagement)
- Maximising resources through devolved decision making

what workpal enables

Real-time workforce and people intelligence that is aligned to the Trust's leadership framework that creates insights to measure/inform ongoing People/OD strategies and interventions.

expected benefits

Culture

- Data and insights on existing culture that can be used to drive change and improvements
- Cultural insights for People/OD based on lived experience
- Leadership/role modelling digital transformation and adoption

People

- Targeted interventions (inform from data/insights) that improve working lives and ultimately the employee experience

Efficiencies

- Informs targeted People/OD strategies and interventions
- Gather and store all performance data in one place that can be accessed in real time
- Access to qualitative data that is not viable through traditional paper-based methods
- Support managers to keep on track by highlighting hot spots and areas for additional support

Organisational Effectiveness

- Richer qualitative and quantitative data that provides insight on overall organisational effectiveness that can be correlated with operational performance data
- Feeds directly into talent management, succession planning, learning and development, reward, and recognition agendas

what workpal enables

Performance at an individual, team and organisation level is enabled through a modern, easy-to use digital platform that adds value and contributes towards business goals. Directly supports your digital transformation agenda and can be adapted quickly to reflect any change in context and/or priorities.

expected benefits

Culture

- Digital adoption and ways of working that supports remote and hybrid working. Encourages a digital culture
- Equal access that contributes to an inclusive culture, via a cloud-based solution

People

- Ease of use and intuitive platform that enables increased performance
- Flexible solution that works around an employee and manager
- Emphasis on high quality conversations
- Makes work easier by having all performance information stored in one place that facilitates appraisals, supervision, and revalidation
- Makes self-managing easier - built in reminders and nudges

Efficiencies

- Gather and store all performance data in one place that can be accessed in real time
- Speeds up the process
- Quicker and easier process for all parties to record appraisal

Organisational Effectiveness

- Digital solutions attract and retain high-quality employees
- Feeds directly into talent management, succession planning, learning and development, reward, and recognition agendas
- Can be scaled up to add value across an ICS