

<b>File reference</b>	W16FOI534
<b>Key words</b>	ICT electronic systems in relation to human resource activities
<b>Date of release</b>	21/11/2016
<b>Attachments</b>	No

## Freedom of Information Act Disclosure log - Reply Extract

### You asked

- 1) **Does your trust (or has your trust plans to) use any electronic systems in relation to human resource activities, rostering/timetabling staff, or recruiting/provisioning for locums.**

ESR & Healthroster

- 2) **If so, for each system your trust uses, please provide the following:**

- A) What is the name of the software**

ESR, run by IMB

Healthroster, HealthMedics and SafeCare provided by Allocate Software

- B) How much did the system cost / how much will it cost.**

Section 43 (2) Commercial in confidence. Please see legal notes below

- C) When was / will your system be deployed ("go live" date).**

ESR - Live since 2016

Healthroster V10 Live since June 2014 (V9.5 previous to that)

SafeCare Live since June 2015, HealthMedics – not known– This information is not held.

- D) What are the main functions of the system (e.g. Recruiting nursing staff, timetabling junior doctors, etc)**

ESR – Workforce Information Management system (except expenses and rostering)

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Healthroster – Rostering of staff across the organisation excluding Medics

SafeCare – Used for recording patient dependency and acuity and redeployment of staff to ensure Safe Staffing across the wards.

HealthMedics – Consultant Job Plans, Junior Dr Rotas, eventually doctors rostering.

**3) If data exists, for each system, please indicate:**

**A) What cost savings were projected at deployment of the system.**

Section 43 (2) Commercial in confidence. Please see legal notes below

**B) What cost savings are being realised by the system in actuality.**

Section 43 (2) Commercial in confidence. Please see legal notes below

**Legal notes**

Plymouth Hospitals NHS Trust is confirming in accordance with section 1 (a) of the Act that it holds the information requested and is supplying it in accordance with section 1(b) unless otherwise specified by virtue of Section 43.-(2) Commercial interests. Plymouth Hospitals NHS Trust operates in the commercial market place under competitive market conditions. Under the terms of Section 43 (2) of the Freedom of Information Act 2000, the Trust considers that the release of answers to the cost enquiry above is exempt from supply in that its disclosure would, or would be likely to prejudice our commercial interests of any person.

Under the terms of the Act “person” can include the public authority holding this information (in this case the Trust). Where Section 43(2) is engaged, it is important that the Trust considers potential commercial prejudice to themselves and, where applicable, commercial prejudice to third parties.

A commercial interest relates to the ability of the Trust to successfully participate in a commercial activity and the Trust feels that the disclosure of this potential procurement information would be commercially prejudicial as follows

- To the ability of the Trust to achieve value for money, and
- To weaken the Trust’s position in a competitive environment by revealing market sensitive information or information of potential usefulness to its competitors.

If the Trust were to release such information it could damage its long term strategic business plans which may (or may not) include plans to enter or develop a new geographic market sector, or by releasing information relating to the preparation of any competitive bid.

As such under Section 43(3), the Trust has no duty to confirm or deny whether it holds information that could prejudice commercial interests where such acknowledgement could in itself be prejudicial. Under Section 43, the Trust does have to consider the Public Interest Test (PIT) and give reasoning of why it would not be in the public interest to release this information.

As stated, we operate in a commercial market. The aim of the Trust is to develop and give the highest quality healthcare to patients, achieving this by using advanced treatment and expertise which is both cost effective and value for money. This enables the Trust to plough more of its funding back into that continuing healthcare.

The Trust considers that the release of any commercially sensitive information would have an adverse affect on this process, so reducing its efficacy. This in itself would reduce the effectiveness of the service to those who come to the Trust for their healthcare provision.

It is therefore considered that in addition to being prejudicial to the commercial interests of the Trust, the Public Interest would not be served by the release of that same commercial information.

In consequence, the Trust considers that Sections 43(2) of the Freedom of Information Act 2000, section 43 (2) is engaged and release of the information is exempt where specified.

**Attachments included:** No

If I can be of any further assistance to you please do not hesitate to contact me on ☎ 01752 431058.