

Take a fresh look at the e-KSF

FOR YOUR ONLINE APPRAISAL AND DEVELOPMENT REVIEW

As the e-KSF is funded centrally for all NHS organisations to use free of charge, we'd like to check that your decisions about whether and how to use the e-KSF, or not, as part of your online appraisal and development review process are based on the most up to date information.

Some organisations have told us that their perception of the e-KSF was of a system that was complicated, inflexible and difficult to implement. Once we have had a chance to explain how the system really works, we find that people often change their minds!

Do you know that:

The e-KSF continually evolves - version 6.2.4 is a significant step forward in functionality and usability, from earlier versions.



If you've not seen the e-KSF since 2008 then we think you'll be impressed by the changes that we've made based on user feedback and the changing needs of the service.

The e-KSF does more than just KSF reviews - employees can use the e-KSF to manage an entire integrated appraisal process, online, or even just use the e-KSF to track performance or development without reference to the KSF.



If you're not using the full KSF process, the e-KSF can still be a valuable tool for you to improve your workforce management through its performance management and personal development planning modules.

The e-KSF is designed to work alongside ESR – the e-KSF should be used by managers, staff or central administrators as a tool for getting data back into ESR accurately and efficiently. Spreadsheets of review data can be uploaded into the e-KSF quickly and free of charge, for transfer back into ESR.



You can use the e-KSF to enhance the benefits of ESR by providing simple web-based PDP and appraisal data collection forms.

It's not a case of "e-KSF or ESR Talent management" – the most successful organisations use both systems and the Department of Health commissioned both systems for different, complementary purposes.

The e-KSF is the only tool which has a holistic PDP - allowing managers and staff to record and track more than simple lists of training courses (for example coaching, action learning sets and non-formal learning).



In cost-constrained times, it's increasingly important to be able to manage informal and non-formal development that would not normally be recorded on a learning management system. This can significantly reduce the cost of training and education, and progress and effectiveness can be monitored through the e-KSF.

The e-KSF reports are powerful tools - for workforce planning, risk and compliance management, performance against objectives and management of Agenda for Change pay gateways.



Data within the e-KSF (whether transferred back to ESR, or analysed directly from the e-KSF) can be a key part of your HR metrics around risk management and cost saving. Managers, as well as administrators, have instant access to progress data to help them manage the appraisal process.

The e-KSF has a range of implementation models - from centrally administered, through to delegated administration and on to full manager and staff self-service, allowing a mix of models in each organisation.



We recognise that NHS organisations are tremendously varied, and we have consequently developed implementation methodologies and models to help you make the most of the e-KSF for all staff groups. We can tailor implementation to meet your specific organisational needs from basic tickbox recording to full self-service.

Latest News:

We're now busy specifying and building the next version of the e-KSF, which will make implementing integrated appraisal, competency management and development even easier!

This upcoming version will be aligned to the new Staff Council guidance on implementing the KSF in England and provides a great deal of flexibility in recording KSF reviews and appraisals. Please call us now to review the current situation, scope of what difference the enhancements will make for you and start planning your implementation.