

The e-KSF Beyond March 2012

ENGLAND

The Department of Health has taken the decision to cease central funding for the e-KSF system, when the current contract comes to an end on 31st March 2012.

We at Think Associates are committed to continuing to provide the e-KSF UK-wide, so don't worry, the e-KSF is not going to disappear! Although naturally the funding source for English organisations will have to change.

We're still convinced that the e-KSF is the best solution for you to manage your performance appraisal and development processes, whether you use the full KSF, or a simplified version.

From April 2012, you will be able to contract directly with Think Associates for use of the e-KSF. You will be able to purchase just the services you require, from basic use of the software to full turn-key outsourced support of your KSF processes. Licence fees will be in the region of £3.50 per head per year, with a sliding scale of discounts.



The Business Case for the e-KSF

There are a number of commercial systems available to run a performance appraisal and development review process, however no other system has been built from the ground up to support the KSF, so they will all require you to make compromises and will have different total costs of ownership. We will be able to send you an export of all of your e-KSF data if you so request, and we can provide support to help you import elements of this into alternative systems. You should be aware, however, that as far as we know none of the main alternative systems have space to store the detail of a KSF Post Outline, KSF review outcomes, or the detail of the PDP.

Even while the e-KSF is free of licence charge, there is an organisational effort required for its implementation so organisations have always required a clear view of the costs and benefits. We'd like to remind you of the benefits of the e-KSF and the reasons why most organisations implemented the e-KSF in the first place.

- » The e-KSF has a standardised, easy to use set of processes to guide managers, supervisors and staff through a development review process. This ensures consistency and equality and gives you a system that is easy and efficient to implement across all staff groups.
- » The e-KSF ensures confidentiality, with clear audit trails of who's agreed what and has partnership processes at its core.
- » The e-KSF has a range of workflows that allow for flexibility of implementation from full manager and staff self-service to central data upload by administrators, or a combination of these approaches as required by different staff groups within your organisation. Security features mean that confidentiality of sensitive data is maintained.
- » Powerful reports, suitable for use at Board level, are available at the click of a button in under 30 seconds from the e-KSF. It delivers significant time savings and reduced administration costs in the provision of progress checking, workforce information and risk/audit data, particularly important given the increasing audit requirements regarding NHS workforce.
- » Proper implementation of the KSF provides you with organisation-wide workforce planning, critical in this time of austerity and change. The e-KSF gives you data to support competency based role redesign, and allows you to make the best use of your workforce's knowledge and skills to support patient care.



- » The e-KSF has, and will continue to benefit from, an ongoing development roadmap, building on best practice, in partnership with end-user organisations.
- » Version 6.3 of the e-KSF, available Spring 2011, has useful flexibilities and powerful new processes to help you make the most of the best elements of the KSF, without being burdened by any perceived complexities. These include the ability to centrally “push” development activities and objectives to all staff, to allow you to easily align staff activities and training to your corporate strategy.
- » Within the e-KSF you can view the National Library of Post Outlines and individual organisations can opt to share Post Outlines with selected organisations. This functionality helps to share the workload associated with the implementation of the KSF, share best practice and build consistency.
- » The system is completely web-based, with secure access 24/7 from anywhere (not just NHS computers).
- » The e-KSF is not restricted to NHS organisations and can be used in Social Enterprises or across organisational boundaries.
- » The e-KSF focuses on holistic staff development processes, rather than just courses or e-learning - helping organisations reduce cost, improve effectiveness and increase individual ownership of their staff development.

Geoff Winnard, Head of Agenda for Change and Non-Medical Pay at NHS Employers, speaking to the HSJ on 17th January 2011 said, *“Assessing the training needs of your organisation is a core part of how employers should manage training and development.”*

The e-KSF is a key tool for assessing training needs.

In summary, the e-KSF is a modern, entirely web-based system built from the ground up to support the NHS’s preferred staff development processes. If you have not looked at the e-KSF for some time then we believe that now is a great time to look again at the benefits that the e-KSF could bring to your organisation.



What to do next

We’re still here to support you via the national contract until March 2012, so you can continue to use the e-KSF to support your local implementation processes, and the Think and Ikonami teams are still funded to support you in the usual way. Even if you eventually decide to stop using the e-KSF we are committed to returning all organisational and staff data to you, meaning that efforts now won’t be wasted.

We appreciate this news may leave you with questions about what to do next, in particular if you’re already using the e-KSF. So please contact your Regional Think Account Manager for further information or email info@think-associates.co.uk



For further information about the e-KSF and how it can help your organisation, please contact your Regional e-KSF Account Manager or contact info@think-associates.co.uk


Think...what you could do