



Dorset Clinical Commissioning Group

Ref: FOI 071

Vespasian House
Barrack Road
Dorchester
Dorset
DT1 1TG

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www.dorsetccg.nhs.uk

26th August 2020

Dear Requestor

Request made under the Freedom of Information Act 2000

On 25th August 2020 you sent a request, made under the Freedom of Information Act, relating to HR outsourcing. I now provide this information as an attachment.

I trust that this is the information you require and that your request has been fully discharged.

If you are unhappy with this response, you are entitled to request an internal review of our decision, handled where possible by a member of staff not directly involved in the initial decision. If you wish to request such a review, please write direct to the Data Protection Officer, NHS Dorset, Ground Floor, West Wing, Vespasian House, Barrack Road, Dorchester DT1 1TG. We aim to deal with requests for internal review within three weeks of receipt, although where the issues involved are very complicated this period may be extended up to a total of six weeks.

If you have queries about this response, please do not hesitate to contact me quoting the above reference number.

Yours sincerely

Signature Removed

Paddy Baker

Data Protection Officer
NHS Dorset Clinical Commissioning Group

FUNCTIONS	SUB FUNCTIONS	PLEASE MARK 1 COLUMN PER ROW		IF OUTSOURCED, TO WHICH COMPANY/SUPPLIER?	IF OUTSOURCED, WHAT WAS THE CONTRACT VALUE FOR FY 2018/2019	IF OUTSOURCED, WHAT WAS THE CONTRACT VALUE FOR FY 2019/2020?	IF OUTSOURCED, WHAT WAS THE CONTRACT VALUE FOR FY 2020/2021?
		MANAGED IN-HOUSE	OUTSOURCED				
Core HR	Workforce benefits team	1					
	HR Leadership and Business Partners	1					
	HR policy governance & development	1					
	Absence management	1					
	Employee relations	1					
	Workforce planning	1					
	Job evaluation	1					
	Personnel file management	1					
	Registration maintenance	1					
Occupational Health & Wellbeing			1	Dorset Healthcare	£13k	£13k	£17k
Recruitment		1					
Temporary Staffing		1					
Medical Staffing		1					
Workforce Information & Analytics	Maintenance & reporting of information from ESR	1					
	Set up and maintain all position data and associated ledger code/assignment of AfC/Medical & Dental terms and conditions.	1					
	Maintenance of workforce information databases	1					
	Processing, analysing and reporting workforce data	1					
Education	Needs analysis	1					
	Course catalogue development	1					
	Learning management system	1					
	Knowledge management	1					
	Course commissioning/delivery	1					
	e-learning material development	1					
	Assessments	1					
	Statutory mandatory training	1					
	General training	1					
	Nurse & medical education & induction	1					
Organisational	Staff survey		1	Picker	£800	£1,000	N/A
	Performance management	1					
	Organisational change	1					
	Equality & diversity	1					
	Leadership & team development	1					
Rostering							
HR specific systems	Systems (including licences, purchase and annual support and maintenance) to deliver the HR function (e.g. remote access tools, TRAC recruitment)	1					
	Designated software support staff associated with these systems	1					
Expenses reimbursement	Expenses processing		1	Giltbyte	£0	£0	£0
	Expenses Software		1	Giltbyte	£0	£0	£0
	Production of P11D forms		1	Dorset Healthcare	Part of larger contract	Part of larger contract	Part of larger contract