

## Transforming the workforce with technology

Lantum, a total workforce management platform, partnered with Dorset's Integrated Care System, to support them in delivering joined up care and enable their workforce onto one shared platform.



The ambition of Our Dorset is for everyone to have access to high-quality, joined up health and social care in the region. To achieve this there is a need to enable new ways of working across the Integrated Care System, developing the skills and expertise needed, whilst increasing the use of technology. An “off the shelf” product was not what was needed, Our Dorset wanted a partner who can collaboratively identify, develop and evolve solutions.

As a wave 1 ICS, a key challenge was how to mobilise the workforce across multiple organisations and employers with different processes and practices, whilst removing barriers such as disconnected recruitment and onboarding processes. Whilst visibility of workforce mobility was relatively good across secondary and community care, there was an opportunity to increase visibility in primary care.

Working together we needed to find a way to utilise the workforce more effectively across the system – increasing locum coverage, increasing shift fill rates, increasing the opportunities to work more flexibly and develop portfolio careers and reducing barriers to working across geographical and organisational boundaries.

## Our Dorset Passport (powered by Lantum)

Working together we have created a digital space that brings the work and the workforce together in one place, enabling the secure sharing of vital information and documentation.



### **Next-generation e-rostering across the CCG**

Our Dorset now build their rotas and advertise opportunities seamlessly online and fill staff gaps with Lantum's smart-matching algorithm.



### **One collaborative staff bank for Integrated Urgent Care and primary care**

108 providers have access to a shared staff pool, that includes clinical and non-clinical staff.



### **Centralised booking system**

One system to reduce duplication and match staff with shifts without the need for phone calls and emails.



### **Robust, always-on compliance**

Secure storing of compliance documents through staff profiles with the ability to set governance requirements and automated reminders for expiry.

Roll-out started in Primary Care, quickly expanded to include Integrated Urgent Care, with pilots involving the Voluntary sector and the Acute Trusts planned for the near future.

# The results

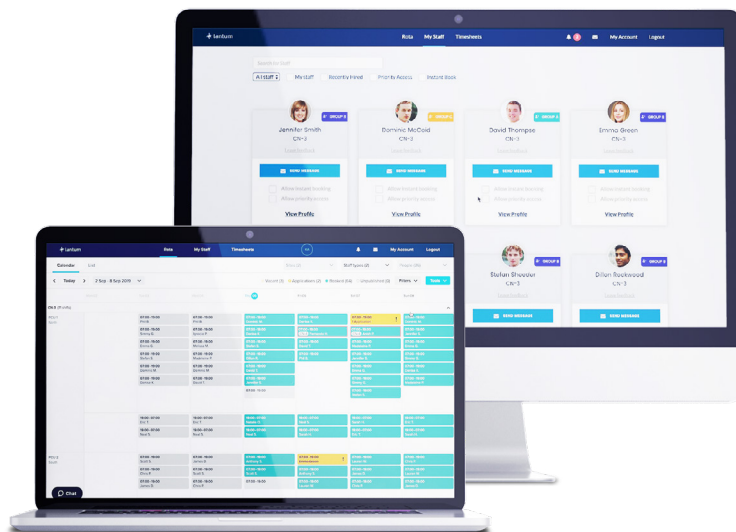
High fill rates and strong take-up from day one have already brought stability to the Dorset workforce ecosystem.

**90% shift fill rate** in the first month of operation.

**100+ organisations** onboarded.

**350+ staff** vetted and onboarded.

Ability for staff to work across the system with streamlined process and less barriers  
Insight into the overall picture to support strategic workforce decision-making.



“To meet our needs and deliver our vision, we recognised that simply buying an off the shelf product was not the way to go - we need a partner who can develop and evolve the technology, to keep pace with our evolving needs as we build a solution that is truly system-focused.

Our work started in the primary care sector and now involves working across the whole system, including community, acute providers and the voluntary sector. We're excited to see how far we can take this partnership. The flexibility offered by the Our Dorset passport, powered by Lantum, supports our strategic workforce goal to retain, attract and recruit the best.”

**Karen Kirkham, Our Dorset Integrated Care System Clinical Lead**

## Next steps

The continuing partnership with Lantum will give the emergency department the opportunity to take advantage of further features, including:

- 1 Build on the successes and learning to date.
- 2 Evolve the passport to include more of the workforce and offer more opportunities to the workforce across the system.
- 3 Move focus from roles to the skills and capabilities needed.
- 4 Increase interoperability with existing software/systems.

Find out how Lantum can support your workforce needs.  
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