

Dear

FREEDOM OF INFORMATION – HR SYSTEMS

I write in response to your request for information in relation to HR Systems within NHS Lothian.

Question:

1. What software do you use for your payroll, hr and finance solutions, how much annually do you spend on each, when does each contract expire?
2. Do you manage your payroll in-house or do you outsource it if so, who do you outsource it to?
3. How many people do you pay each month using your payroll solution?
4. How many pensioners do you pay using your payroll solution?
5. Do you use Microsoft power platform technologies such as Power Automate etc?
6. What is the employee count in your organisation?
7. Do you collaborate with other organisations in the delivery of HR & Payroll shared services? If so which organisation?
8. Do you work with any industry experts such as ATOS, KPMG, EY, Accenture etc?
9. Who in your organisation is the head of service for HR and Payroll software or services and what is their role?

Answer:

1.	HR System is the Electronic Employee support Systems (eESS). Payroll is ePAYROLL (Bespoke for NHS Scotland). These systems cover all NHS Boards in Scotland via NHS National Services Scotland who will have the details about costs and contract end dates.
2.	In-house
3.	29,815 on the monthly 23,082 on the weekly
4.	Pension not paid via Payroll system
5.	Yes we have used the Power Platform for development
6.	NHS Lothian 28,734
7.	HR and Payroll systems are national and cover all NHS Boards in Scotland and all contracts are managed nationally via NHS National Services Scotland
8.	Yes
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Question:

- Would it possible to also provide separate responses for the following:
 - Royal Infirmary of Edinburgh
 - By site

Answer:

I am advised that we cannot separate this information as it not held in a way that we can extract.

With regards to the Payroll systems, the service is now provided to us by NHS NSS so the questions should be directed to them. Finance systems are hosted by NHS Ayrshire & Arran so the questions should be directed to them.

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at www.itspublicknowledge.info/Appeal. If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhslothian.scot/FOI/Pages/default.aspx>

Yours sincerely

ALISON MACDONALD
Executive Director, Nursing, Midwifery and AHPs
Cc: Chief Executive