

Dear

## FREEDOM OF INFORMATION – HR SOFTWARE

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

Question:

Please provide the Provider Name, Contract Start Date, and Contract End Date for the systems listed below.

Group 1: Workforce Scheduling

- E-Rostering (Medics)
- E-Rostering (AHP)
- E-Rostering (Nurses)
- Bank Technology Platform (Medics)
- Bank Management System (Medics) (if not in-house)

Answer:

The national NHS Scotland RL Datix contract for all staff groups is for seven years starting 18 November 2021 and finishing 17 November 2028.

There are two additional suppliers, Medirota and HealthRota, with a range of different contract end dates up to March 2027.

Question:

Group 2: Workforce Planning & Review

- Job Planning System (Medics)
- Appraisals (Medics)
- Multi-Source Feedback (MSF) System (Medics)

Answer:

Medical job planning is part of the NHS Scotland RL Datix contract with end date 17 November 2028.

Medical appraisals and multi-source feedback systems are both provided by SOAR Developed and are part of a contract held by NHS Education Scotland (NES) for all the

Scottish health boards. You will be able to get information on the contract start and end date from NHS Education Scotland.

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 <https://www.foi.scot/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 reviewer at the address at the top 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>

Yours sincerely

**ALISON MACDONALD**  
**Executive Director of Nursing Midwifery and AHPs**  
Cc: Chief Executive