

Reference Number: FOIAH2425/409
From: Private Individual
Date: 22 October 2024
Subject: Financial and HR Performance Management and Software Tools

Q1 I am interested to understand how you ensure more efficient financial and HR performance management of your Trust. Could you let me know if you use any particular software to support the financial and HR activities/tasks in the table below

A1

Category	Activities	Tasks	What software/tools do you use to support this task?	How much did you spend in FY 23/24 on this software/tool?	If not currently using software/tools, do you plan to adopt specific software/tools to support these activities in FY 25/26?	
1) Finance Performance and Management	Enterprise planning and budgeting	Budgeting and financial planning	NEP/Excel	£103,830	Not applicable, Finance Performance and Management software is currently utilised.	
		Workforce planning	NEP/Excel			
		Strategic modelling	NEP/Excel			
	Account reconciliation	Reconciliation compliance and transaction matching	NEP/Excel			
	Financial Consolidation and Close	Financial consolidation	NEP/SQL Server/Excel			
		Close process and management	NEP			
		Custom calculations	NEP/SQL Server/Excel			
	Reporting	Management reporting and dashboards	NEP/SQL Server/Excel			
		Financial reporting	NEP/SQL Server/Excel			
	Profitability and Cost management	Profitability and Cost management	IQVIA			£12,900
	Tax reporting	Tax reporting	NEP			
Enterprise	Enterprise	NEP/SQL	£103,830			

	Data Management	Data Management	Server/Excel		Not applicable, HR software is currently utilised.
2) HR	Workforce planning	Workforce planning	ESR	£3,190	
	Rostering	Rostering	Allocate	£125,490	
	Recruitment	Recruitment	TRAC	£58,350	
	Expenses	Expenses	Selenity	£4,480	

Please note, one annual value is paid for the entire NEP system, so the charges cannot be split out by feature as requested. Therefore, the annual value has been provided.