Lantum

Evelina Children's Hospital

Reducing gaps, lowering costs and empowering trainees.

See how In-Genius™ filled 3,000 hours of gaps to reduce costs and honour more leave requests.

> *"This is truly a brilliant experience"*

Trainee, Evelina Children's Hospital

100%
Staff leave requests honoured

> £200k
Cost savings between three rotas

<80%
Fewer rota gaps

5.6
More training shifts per FTE clinician

Before In-Genius™

Rota managers at Evelina Children's Hospital were facing difficulties in managing the rotas for their resident doctors.

Most rotas were understaffed by an average of 2.5 full-time clinicians, and trying to fill shifts while accommodating less-than-full time staff, individual working requirements and training requests created a significant admin burden. Rotas were often not finalised by the required deadlines, leaving trainees in limbo about their schedules and unable to plan for holidays, childcare, and their social lives.

The Paediatrics team decided to trial In-Genius™ to solve these problems and piloted it on three rotas with 35 clinicians.

How In-Genius™ made the impossible possible

Rota managers and trainees submitted all their needs to In-Genius™, including:

- Trainee working preferences
- Trainee annual leave requests
- Training requirements
- Occupational health needs
- 15 departmental, rota-specific rules
- Regulatory and contractual rules

In-Genius™ then ran hundreds of thousands of calculations to seek out the optimal pattern to deliver on those requests.

The final In-Genius™ rota managed to do what would have been almost impossible manually.

Using the same number of staff, it **filled an additional 268 shifts - or 3,000 hours of clinical time** – compared to the previous rolling rota. That represented an 80% reduction in gaps, which translated to a **£200K saving on temporary staffing.**

It also created **personalised schedules for each clinician, delivering on 100% of annual leave and study leave requests** and allocating 5.6 more training shifts per full-time clinician than the rolling rota.

Having a say over the shifts they prefer to work also gave trainees a morale boost, helping them find balance between work and home. One resident doctor said: "I have orchestra practice on Tuesday, and it's always been quite difficult to play regularly because of my shifts. In-Genius™ now gives me most Tuesday's off - **it's been really nice to have something outside of work I can commit to and that I enjoy.**

The rota co-ordinators also benefited. **They saved six hours a week on rota administration**, which would previously have been spent fielding requests and filling gaps. With the rota agreed and suitable for everyone from the start of rotation, clinical time is freed up, and the day-to-day stresses are reduced.