Lantum

Guy's and St Thomas's NHS Foundation Trust

Giving Critical Care doctors greater autonomy, while reducing costs.

See how In-Genius™ transformed rotas to better fit the needs of trainees and the department– while delivering time and cost savings.

> *"We can allow doctors to empower themselves to become the masters of their own rota."*

Francesco Vasques
Consultant, Guy's and St Thomas's NHS Trust.

>£30k
Cost savings in 6 months

100%
Study leave requests approved

98%
annual leave requests honoured

Before In-Genius™

In 2024, the Critical Care department at Guys and St Thomas's was operating **five different rotas for 85 doctors, with 78 full-time equivalents.** But the system they were using to manage the rota – "held together with post-it notes, Excel spreadsheets and forwarded emails" – was not fit for purpose.

As well as being an administrative nightmare, the rolling rota pattern didn't fit the needs of their doctors:

- Unsuitable patterns for those working less-than-full-time (LTFT)
- Frequent gaps forced over-recruitment, increasing costs
- Clinicians struggled to secure study or annual leave
- Swaps were common
- Quality of life was suffering

Dan Taylor, Critical Care consultant and Resident Doctor Co-Lead explained: **"Everything was a compromise - either the trainees lost out, or we did at the expense of having to fill those gaps with locums."**

Recognising the need for a fundamental shift, the team partnered with Lantum In-Genius™ to change things–starting with their most complex rota.

How In-Genius™ made the impossible possible

In-Genius™ took on the departmental requirements and each clinician's working preferences, annual leave and study requests, and delivered an optimal rota, completely tailored to them. Dan noted that the team "were really impressed with how tailored and bespoke we could make the requests."

£30,000 saved in six months

In the In-Genius™ rota gaps were significantly reduced. This was mainly due to the fact that LTFT staff were rostered efficiently, instead of forced into a fixed rota pattern. **By reducing those gaps and eliminating over-recruitment, the department saved £30,000 in the first six months.**

More leave approved. Happier doctors.

100% of study leave requests and 98% of annual leave requests were approved in the rota. For the first time, resident doctors in the department had certainty over their schedule and were able to plan work to fit their lives, instead of the other way round. Intensive Care Consultant Francesco Vasquez commented: "We can allow doctors to empower themselves to become the masters of their own rota."

Less admin

With less need to rework the rota, fewer leave and swap requests to review, and fewer locums to organise, the Resident Doctor Co-Leads have described In-Genius™ as **a "huge time saver"**. As Dan said, "If the resident doctors are content, everything else falls into place."

A Trainee's Perspective

For ST7 Intensive Care Trainee, Dr Jennie Lewis, the move from rolling rotas to bespoke, personalised rotas with In-Genius™ had immediate benefits.

Returning at 80% after maternity leave, she previously had to swap every Thursday shift on her rolling rota to fit around childcare–and there were inevitably occasions where it wasn't possible. With In-Genius™, Jennie was given every Thursday, as well as Wednesday nights, off–eliminating the stress and financial cost of organising childcare.

On that same rota, her request for five-weeks of consecutive annual leave was also approved, giving her the chance to take a dream trip to Australia.