Whittington Health NHS Trust

Transforming resident doctor rotas to improve wellbeing and reduce staffing spend.

See how In-Genius™ enabled the Trust to reduce bank and agency spend by over £600K in year one.

> *"It's helped us meet our cost-improvement plan without cutting services, while giving us total visibility of workforce capacity."*

Terry Whittle
CFO, Whittington Health NHS Trust.



>£625k
Cost savings in year one

-40%
fewer rota gaps

98%
annual leave requests honoured

+30%
more recovery time between nights and long days

Before In-Genius™

In 2024, Whittington Health NHS Trust were forecasting a spend of £44 million on temporary staffing. They were also facing increasing complexity in rostering due to the growth of Less-Than-Full-Time (LTFT) working, and increasing staff dissatisfaction. They set out to tackle all of these issues through a transformative co-development partnership with Lantum In-Genius™.

How In-Genius™ made the impossible possible

In-Genius™ evaluated thousands of possible rota combinations to seek out the optimal workforce deployment pattern. It balanced leave requests, contractual rules, fatigue limits, fairness scores and departmental demand to build safe and compliant schedules (all validated by In-Check).

£624K savings in year one

In-Genius™ rotas **delivered £624,000 cash-releasing savings** through reduced medical bank and agency spend in year one. This was validated by the Trust's finance team through a like-for-like comparison between the original rolling rota and the In-Genius™ rota.

Over two years, **these savings are estimated to grow to around £2M.** This was made possible due to a significant reduction in rota gaps which would previously have been filled with temporary staff.

40% fewer gaps

In-Genius achieved a reduction in rota gaps through more efficient deployment of the workforce – especially LTFT staff. The results demonstrate that many shortages are due to efficiency in rostering, rather than staff shortages. As one rota lead put it, "We've learned we were never just short of staff — we were short of information."

Reducing burnout and improving satisfaction

As well as improving gaps and costs, In-Genius™ rotas also improved rotas for staff. By creating personalised schedules based around individual clinician leave requests and working preferences, staff had more say in when they worked, and were more likely to get the time off they wanted – with 98% of all leave requests approved.

Dr Charlotte Hopkins, Chief Medical Officer, commented: "We've seen how this technology can transform the working lives of our resident doctors."

Creating fairer rotas

In-Genius™ rotas also improved recovery times between long days and night shifts by 35%, helping doctors to feel better and work more safely.

In March 2024, the median spacing between long days was seven days, with an average of one day between night shifts. By September 2025, long-day spacing improved to 12 days and recovery after long or night shifts increased to 20 days.

By building rotas that are safe, equitable and personalised, Whittington improved morale, predictability and rest periods — all proven contributors to reducing burnout and improving retention.

Terry Whittle, CFO, said: "Lantum has given us transparency we've never had before. It's helped us meet our cost-improvement plan without cutting services, while giving us total visibility of workforce capacity. It's demystified AI — showing how it can deliver real, cash-releasing savings and a better experience for staff."

Looking ahead

Following Whittington's success, eight other NHS Trusts are now piloting the same system, with early data showing similar improvements. The success of the trial now forms part of NHS England's wider conversation on AI in workforce planning — a model for how digital innovation can drive both efficiency and humanity in healthcare.