

Reference:	FOI.2390.20
Subject:	Rostering systems
Date of Request:	22 January 2020

Requested:

Please provide the information in the below tables.

Staff Type	Rostering supplier name	Annual fee for rostering solution	What percentage of staff are rostered on the system	Size of your dedicated HealthRoster team (no of heads)
Admin & Clerical				
Nursing & Midwifery				
Allied Health Professionals/Healthcare Scientists				
Medical & Dental				

Staff Type	Rostering Solution Functionality				
	Can include flexible working patterns	Allows data extraction at shift/duty level	Includes rate control and authorisation levels	Mobile app	Financial management (shift/staff costs)
Admin & Clerical	Y/N	Y/N	Y/N	Y/N	Y/N
Nursing & Midwifery	Y/N	Y/N	Y/N	Y/N	Y/N
Allied Health Professionals/Healthcare Scientists	Y/N	Y/N	Y/N	Y/N	Y/N
Medical & Dental	Y/N	Y/N	Y/N	Y/N	Y/N

Response:

Hywel Dda University Health Board (UHB) utilises a rostering system for the scheduling of all Nursing and Midwifery staff and Anaesthetics staff working in Carmarthenshire only. Detail of the systems is provided within the tables below.

Staff Type	Rostering supplier name	Annual fee for rostering solution	What percentage of staff are rostered on the system	Size of your dedicated HealthRoster team (no of heads)
Nursing & Midwifery	RosterPro	S43	100%	3.6 FTE
Allied Health Professionals/Healthcare Scientists Medical & Dental	Rotamap CLW	S43	100%	4 FTE
Medical & Dental	Rotamap CLW	S43	100%	4 FTE

Staff Type	Rostering Solution Functionality				
	Can include flexible working patterns	Allows data extraction at shift/duty level	Includes rate control and authorisation levels	Mobile app	Financial management (shift/staff costs)
Nursing & Midwifery	Y	Y	Y	N	N
Allied Health Professionals/Healthcare Scientists	Y	Y	Y	Y	N
Medical & Dental	Y	Y	Y	Y	N

The UHB considers that Section 43 applies to the annual fee for the rostering systems, as answering would be Prejudicial to their suppliers Commercial Interests. Section 43(2) of the Freedom of Information Act 2000 exempts information, disclosure of which would or would be likely to prejudice the commercial interests of any person, in this case the suppliers listed above.

Commercial interests may be prejudiced where disclosure would, or would be likely to:

- Weaken a company's position in a competitive environment by revealing market sensitive information or information of potential usefulness to its competitors.
- Damage a company's business reputation or the confidence that customers/users, suppliers or investors may have in it.

This exemption is qualified; therefore, even if information falls within Section 43, public authorities must then apply the public interest test set out in Section 2(2)(b). The information can only be withheld if the public interest in maintaining the exemption outweighs the public interest in disclosure.

The UHB has therefore considered the following:

In favour of disclosure:-There is a public interest in transparency and in the accountability of public funds. Furthermore, it is in the public's interest that public funds be used effectively and that public sector bodies obtain the best value for money when contracting for the provision of services. Private sector bodies engaging in commercial activities with the public sector must expect some information about those activities to be disclosed.

Against Disclosure:- Disclosure of this information would have a direct impact and cause substantial harm to the suppliers listed as it would disclose their pricing, and this would be likely that this would damage their ability to work within a highly competitive sector. The information being requested is likely to be used by their competitors to gain a competitive advantage.

It has therefore been decided above that releasing the information under the Freedom of Information Act, to which the UHB is subject, will give an unfair advantage to the suppliers' competitors. The UHB believes that there is wider established public interest in companies not being prejudiced merely because they have contracted with a public sector body, and that there is a public interest in ensuring that there is competition for public sector contracts.

Decision:-The UHB considers that the public interest in withholding the annual cost for the RosterPro and Rotamap CLW software is greater than the interests in disclosing it.