



SARD CONSULT BROCHURE

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WHAT IS SARD CONSULT?



At its core, SARD Consult is about delivering **real value** to NHS trusts. We're not here to sell you systems and leave you to figure it out on your own. Our focus is on **solving problems** and providing **tangible outcomes** that make a lasting impact.





Here's what sets us apart: many consultancies in the NHS provide advice, but it often stops there. For example, a firm like KPMG might review a sample of job plans, offer some recommendations, and tell you what's not working. It's a bit like conducting an exit poll, but without the precision needed to drive real change. They point out the issues, but they don't help you **implement solutions**.

SARD Consult is different. We are **outcome-driven**. We don't just tell you what to fix—we work alongside your team to make sure you **reach your goals** and see measurable improvements. We're with you every step of the way, ensuring that recommendations turn into **results**.

WHAT PROBLEM DO WE SOLVE?



NHS trusts face several challenges when it comes to effective workforce planning, including:

-  Time
-  Capacity
-  Capability
-  Money (an increasingly important factor)

The issue of money is crucial, but perhaps not in the way you might expect. While our services do come with an upfront cost, they're designed to be **sustainable**. The investment reflects the value of the outcomes we deliver, but more importantly, we equip trusts with the **tools and skills** to continue the work independently. We're not just providing a short-term solution or acting as an outsourced resource—we focus on **building internal capability**, so that trusts can manage these processes effectively on their own in the future.

This is a core difference with SARD Consult. We don't add to the workload; instead, we help **remove barriers** and make trusts more self-sufficient in managing job planning and workforce optimisation. Our approach is all about **long-term sustainability**, not just a quick fix.

WHAT DO WE OFFER?



Our services are tailored to the diverse needs of NHS trusts and are offered at three levels to provide the right level of support:

1. Standard

This option is for trusts that already **have** the **skills, time, and capacity** to manage their own job planning. We provide the **job planning system**—a straightforward solution with no additional services attached.

2. Plus

This level introduces our **'Software with a Service'** approach, designed for trusts that want to tackle job planning issues but may not have the necessary **time, capacity, or capability** to do it alone. In this package, we offer:

- A **health check** of their current job plans;
- Help in **building effective job plans**;
- **Training, Policies** and **ongoing support** to ensure the job planning process is fully functioning and engaged.

Beyond the basics, we provide **oversight, consistency, and engagement**. Our goal is to help trusts establish a **sustainable job planning process** that works both now and in the long term. By ensuring consistency across teams and departments, we make job planning **more efficient, repeatable, and scalable**. Ultimately, trusts will have the tools and knowledge to manage it independently.

WHAT DO WE OFFER?



3. Advanced

This level is for trusts that want to take workforce planning to the next level. In addition to everything offered in the **Plus** package, the **Advanced** level includes:

- **Demand modelling**
- **Team job planning**
- **Gap analysis**
- **Service redesign Support** – helping trusts align their workforce with actual demand and capacity

In practice, this leads to improved **productivity**, safer staffing, and better patient outcomes. We help redesign workforce structures to match the realities of service demand, giving trusts control over their data and the ability to **respond to changing needs** without sacrificing quality.

Flexibility

Both the **Plus** and **Advanced** levels are **system-agnostic**, meaning clients are not required to use our systems. Our focus is on delivering value regardless of the systems in place—system sales can come later if needed.

Cost

Depending on the scale of the trust's needs and the complexity of the solution required, our costs can vary. However, we are always transparent about pricing, ensuring clarity from the outset.

A HOLISTIC AND ETHICAL APPROACH



What sets us apart is that we don't just offer **systems or advice**—we deliver a **comprehensive solution** combining **data analysis, training, tools, and expertise** to achieve **real, tangible** outcomes. While many focus on just one part of the workforce planning challenge, we take a **holistic approach**, addressing the problem from all angles. No other provider in our space is currently offering this full spectrum of services. We've created a market that bridges gaps competitors overlook.

And central to everything we do is **ethics**. This isn't about cutting corners or pushing staff for unsustainable outputs. Our approach is focused on improving **patient care**, ensuring **safe staffing levels**, and promoting **staff well-being**. We're committed to delivering solutions that prioritise people over numbers and create a **sustainable workforce** for the NHS, rather than quick fixes.

Why It's Working

This approach is resonating because we're solving the **real challenges** that NHS trusts face, making us more **relevant and valuable** than ever before. By addressing these core issues, we've positioned ourselves to deliver our solution in ways that weren't possible with our earlier models.

What's more, this is in line with the direction the NHS is moving in—echoing the goals outlined in the **Darzi report** and supported by government priorities, like improving **productivity** in healthcare. We've been ahead of the curve, having started this journey two years ago, and our clients are now reaping the benefits of that foresight.

ENGAGING WITH SARD



We know that starting a Workforce Optimisation project can feel overwhelming, so we're here to make the process **smooth and collaborative**, with a clear roadmap from start to finish.

Our Approach: We Start by Listening

Every engagement begins with **deep discovery**. Before recommending any services, we take the time to understand your trust's unique challenges, goals, and current situation. This ensures that our solutions are perfectly aligned with your needs.

Tailored Proposals and Bespoke Pricing – After discovery, we create a customised program with transparent, bespoke pricing and timelines, so you know exactly what to expect.

Expert Team – We match specialists to your project, from systems experts to workforce planners, so you're always working with the right people.

Sales Support – For administrative, budgeting questions or support with case studies, our sales team serves as your single point of contact.

Ready to Get Started?

Visit www.sardjv.co.uk or email discovery@sardjv.co.uk to begin your discovery process. Let's create a sustainable workforce solution for your trust.




SARD

Would you like to discover more? Get in touch:

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