



Oxford University Hospitals
NHS Foundation Trust

OVERVIEW

For many NHS organisations, appraisal and mandatory training sit in separate systems.

While both are essential for compliance, revalidation and workforce assurance, they often rely on manual processes to bring information together.

This creates additional administration for clinicians and support teams, increases the risk of data duplication, and can make it difficult to gain a complete view of compliance and professional development activity.

To address this challenge, SARD and Totara developed a direct integration between their systems, allowing mandatory training records and appraisal information to flow automatically between platforms. The aim was simple: reduce administrative burden, improve data quality, and make critical workforce information more accessible to those who need it.

A successful pilot was implemented at Oxford University Hospitals NHS Foundation Trust, where the integration has supported approximately 2,000 appraisals each year since going live.

KEY OUTCOMES



Positive User Feedback

Improved experience for clinicians, appraisers and revalidation teams



Reduced Administration

Removal of manual evidence uploads for clinicians and support teams



Improved Data Quality

Automated information transfer reduces the risk of human error



Increased Compliance Visibility

Training records available directly within appraisal workflows



2,000+

Appraisals supported annually through automated data transfer

WHAT THIS MEANS FOR YOU

Many trusts already have the systems they need. The challenge is often getting those systems to **work together** effectively.

This integration demonstrates how organisations can improve workforce processes without introducing additional platforms or increasing administrative burden. By allowing information to move automatically between systems, trusts can create a more efficient experience for clinicians while improving the quality and accessibility of workforce data.



STANDARDISATION AND CONSISTENCY

Manual processes often lead to variations in how information is recorded, stored and reviewed.

By automatically transferring mandatory training records into appraisal workflows, organisations can ensure information is presented consistently and accurately across the workforce. This creates greater confidence in the data being used to support appraisal, revalidation and compliance activities.

Consistent information supports better decision-making and reduces the effort required to maintain accurate records.



ENHANCED OPERATIONAL INSIGHT

When workforce information exists in separate systems, gaining a complete picture can be difficult.

The OUH integration with SARD and Totara creates a more connected view of workforce compliance, training and appraisal activity by making relevant information available where it is needed most.

This increased visibility enables organisations to identify compliance gaps earlier, support professional development conversations more effectively and provide leaders with more reliable workforce intelligence.



NEXT STEPS

The integration is now available to organisations using both platforms, providing a practical route to reducing duplication, improving data quality and streamlining appraisal processes without disrupting existing workflows.

LOOKING AHEAD

The success of the initial implementation has demonstrated the value of connected workforce systems.

By bringing together training, appraisal and workforce information, organisations can reduce administration, improve engagement and provide clinicians with a simpler, more intuitive experience.

This project demonstrates how relatively simple integrations can deliver meaningful benefits at scale, creating a stronger foundation for workforce planning, compliance and professional development across the NHS.

As more organisations look to maximise the value of their digital investments, system interoperability will continue to play an increasingly important role.



"The feedback from colleagues has been extremely positive and has reinforced how useful these automated data transfers are." –

Nicki Colling, OUH

Chris Giles
Commercial Director, SARD JV

chris@sardjv.co.uk

07840 454821

www.sardjv.co.uk