ORIGIN RESOURCE MANAGEMENT

Origin Resource Management is a comprehensive suite of applications designed to meet the needs of UK policing

\Orchestrating a brighter world

NEC

Origin Resource Management (RM) applications including Duty Management, Training Management and Absence Management tools ensure that the right people are available at the right time.

Providing an integrated suite of applications reduces the internal cost of have separate applications and the rekeying or integration that would be needed. The Origin RM suite contains the following:

• Duty Management – HR, Duties Management, Cover Management

• Training Management – Training Management

• Attendance Management – Time Management, Leave Management and Sickness Reporting

• Resource Support – Health & Safety and Personal Development Reviews

Our modules include function-rich screens for force employees for specific functions, and intuitive self-serve applications providing easy access for the rest of the workforce.

DUTY MANAGEMENT

Within Duty Management (DM) users are given real-time management and operational data, including feedback on whether your demands are being met via the Cover Management process. Through the integration of rules and regulations both national and local planning teams area able to review how much compensation they will incur through change, is likely to cost. Thus allowing effective planning to take place.

Whether you're tracking an individual officer's duty status or monitoring team staffing levels to manage your resources better, Origin DM enables you to analyse shift trends, manning levels, and abstractions at any level.
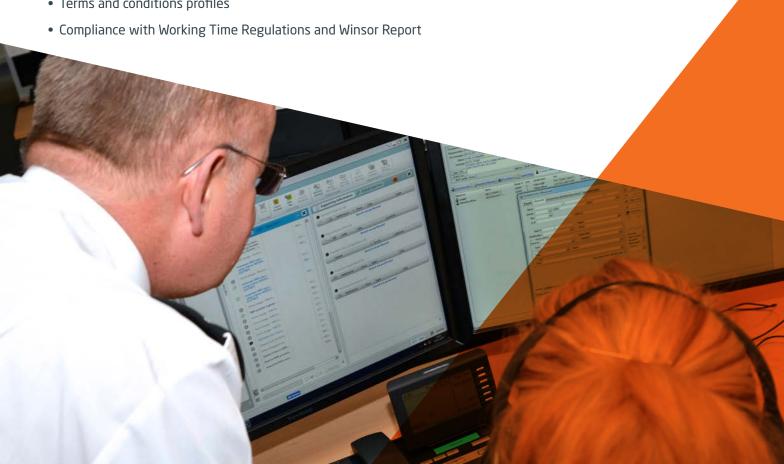
Tools for Duty Planners

Origin DM has a wealth of features for duty planners, these include:

- Shift planning to the nearest minute, enabling efficient and cost-effective management of resources

- A 'tree diagram' tool to set up and maintain an accurate organisation structure chart

- Extensive automation of processes with workflow support, providing automation of time consuming, resource-intensive and manual tasks to deliver end-to-end process efficiency gains

- Skills management capability provides focus to tactical and operational planning

- Archiving and automatic rolling forward of rosters, automating time consuming processes

- Overtime / TOIL processing, supporting policy and process and driving efficiency into overtime budget management

- Personnel and skills details

- Terms and conditions profiles

- Compliance with Working Time Regulations and Winsor Report

Following a change in roster a notification will be sent to the employee and this can be accessed via email, notifications on mobile or via their portal.

Cover Management and Alerts

When an officer requests leave, is off sick, or is put on a training course Origin DM updates in real time. As soon as actual or anticipated absences put minimum cover levels at risk, the system flags them up so that you can make the necessary arrangements to guarantee cover. This feature also allows you to monitor specific roles and skills, ensuring that skills can be made available when you need them.

ATTENDANCE MANAGEMENT

Within our Attendance Management suite of modules Time Management, Sickness Reporting and Leave Management there is full integration across the with the Duties applications, ensuring that any absences are reflected in real-time and are visible either through the Origin client or Mobile.

Time Management (TiM)

Allowing employees to record actual working times, including short tours and generate compensation in line with the national and local conditions. The recording of actual working times and the integration with Duties along with Command-and-Control applications can allow the right people to be available at the right times.

Both employee and supervisor access are available within TiM, this not only allows a supervisor to authorise compensation but also to Book on / Book off for employees if required.

Sickness Reporting (SR)

Within the SR there is flexibility to allow an individual to record their own sickness absence, for it to be a supervisor process or for it to be flexible to allow anyone to start the absence process.

SR manages the whole sickness lifecycle, from creation to return to work. Upon the creation DM is updated, compensation will be corrected if required automatically.

Leave Management (LM)

Employees can manage their own annual leave through the Leave Management module. There are different authorisation routes available to Forces which can support your business processes, and upon authorisation Duties and an individual balances are updated.

LM enables you to manage your resources during periods of constraint, such as major sporting events. It's integrated with leave request processing, which means that it automatically implements a temporary moratorium on leave - which means that you have people working when you need them most.

All of modules within Attendance Management are available within Origin Mobile.

TRAINING MANAGEMENT (TrM)

Within Training Management there are several different areas of functionality which are aimed at specific users:

Skills and Training

Our Skills and Training access provides employee's and line managers a single reference location to display employee's skill and training, to include the ability to create and manage requests for training and view a diary of training events. The screens can also identify mandatory training requirements for employees and new starters.

Event Desktop

Our Events Desktop is the searchable Event Diary from which also an event can be selected to be viewed/ maintained as well as the other Event Management pages accessed (Course Library, Suppliers etc). This section of TrM would be primarily used by Training/ Learning Support Administration team and allows future planning to take place as well as maintaining current training requirements.

Manage Requests

Both Training/Learning Support Administration and Duty Planning teams can access the Training Request process allowing them to directly convert a Nomination to a Delegate. Once the individual has become a Delegate their duty will be updated, in addition the system will check that there is no impact of cover levels as part of the process.

Self-service Capability

Origin RM supports police force efforts to reduce administration and increase efficiency giving employees the ability to self-manage many areas of the system either via Origin Mobile or through self-serve functionality.

Origin Mobile

Origin Mobile provides employees with a lightweight single point of entry to access their: Person Details, to book on and off duty, manage their overtime claims, record a sickness, and request leave, update their PDP Activity log and record evidence for their Personal Development Reviews and read their notifications. In addition, employees have the facility to search for another member of the Force, check their team's duties and carry out employee skills searches without having to return to the office or station.

Supervisor access within Mobile allows end to end management of sickness, leave approval and overtime approval. Supervisors having this accessibility via a Force device and not waiting to be either in the office or station reduces the timescales for administrative task and ensures that there is a quicker updates to the integrated modules e.g. Duty Management.

RESOURCING SUPPORT

Personal Development Review

The Origin Personal Development Review (PDR) module delivers functional to support the PDR process and is compliant with new College of Policing PDR changes. PDR links the process with the new Training Request process available within Training Management; the key enhancements include:

- Automatic creation of PDRs for new starters, end of year or following a change in role
- A Supervisor 'My Team' PDR view to easily ascertain status and actions for all subordinate's PDRs
- Support for CVF in place of PPF based Profile Areas
- Links to College of Policing to populate CVFs data, which reduces the need to manually create the standard CoP data
- Origin Mobile integration for PDR Evidence and Activity Log recording

Health & Safety & Incident Reporting (HSR)

Incident Reporting application has been developed to meet the requirements for UK Police forces. HSR allows you to report and update an incident on behalf of someone (whether an employee or non-employee) else whilst maintaining a history of changes/updates. The system will auto-nominate an investigator for an incident and notify those involved or managing the incident of any changes. HRS will also link injuries with sickness records in Origin HR.

Auditability

Throughout Origin RM changes made to records will create an audit history. The audit record contains who, what and when a change was made, and they can include details of how much notice an officer has been given on a change of duty.

Application Integration

As standard, Origin RM can be integrated with a number of NECSWS and third-party solutions:

- Command and Control solutions to support resource planning
- 3rd Party Applications
  - College Learn – Provides Training and Skill data which is available to support rostering
  - Chronicle – Provides Skill details to Duty Planning to support rostering ensuring that the correct cover levels are maintained
  - DutySheet – Provides details to Duty Planning for Special Police and Volunteers rostering
  - NPoCC – Origin to the National Police Coordination Centre's (NPOCC) Mutual Aid Resource Management Software

Outside of the listing interfaces NECSWS can work with 3rd Parties or internal providers to support Payroll interfacing.

For more information on the services NEC Software Solutions offers visit our website **necsws.com/public-safety-software** or get in contact with us at **hello@necsws.com**

necsws.com