



**Singapore Healthcare
Management 2021**

Department Manpower Dashboard

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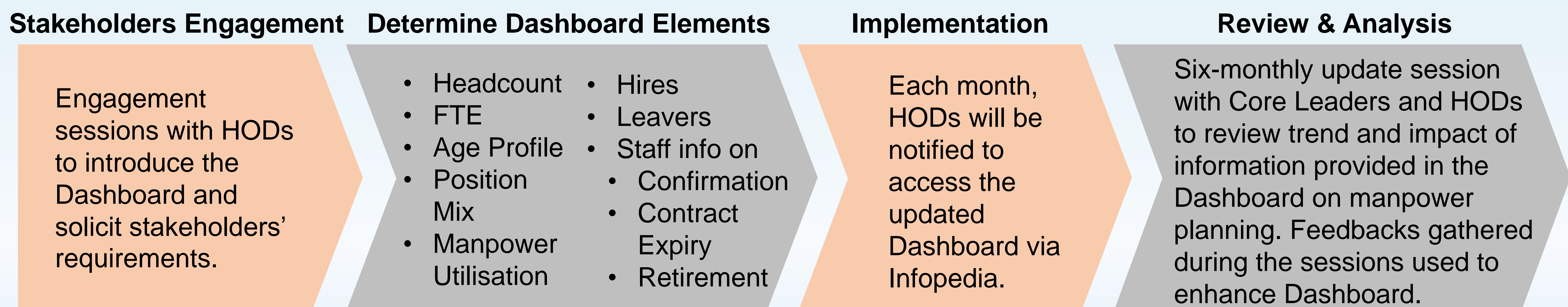
BACKGROUND

Heads of Department (HODs) request for staff information such as contract duration and bond expiry dates from Human Resource (HR) department on ad-hoc basis. HR sent the staff information to HODs in separate emails and there was no 'one-stop' consolidated staff information that were readily available which HODs could access when needed for decision making.







OBJECTIVE

- ✓ Empower HODs through readily accessible staff information.
- ✓ Facilitate workforce planning and decision making by providing vital staff information via the "Department Manpower Dashboard (Dashboard)" in a secured and consolidated online platform.

METHODOLOGY



RESULTS

-  Timely up-to-date staff information provided HODs with insights and sensing of staff profiles.
-  Vital staff information were not compromised as the Dashboard resides in Infopedia, which is a secured network.
-  HODs had positive experiences with ease of accessing vital staff information at their convenience.
-  Data visualisations kept simple and "easy to understand" facilitated HODs' overview of key information.
-  Improved HR work processes with vital staff information provided pro-actively to facilitate departments' decision making.
-  Promoted autonomy with HODs taking ownership to plan and engage staff in continuous career conversations using information available in the Dashboard.



CONCLUSION

**EQUIP & EMPOWER
HEADS OF DEPARTMENT IN
MAKING A DIFFERENCE TO
TALENT MANAGEMENT**

- The readily available staff information empowered the HODs to initiate strategic manpower planning.
- Staff engagement was greatly enhanced as they were able to participate in robust career conversations with their HODs.
- Pro-active manpower planning strengthened operational efficiency.
- Improved HR partnering experience with stakeholders.