MHR

The MAT workforce data health check

Start quiz



How confident are you in the workforce data behind your census, payroll and people decisions?

Preparing for the School Workforce Census often highlights wider workforce data challenges. Information may be held across different academies, systems and spreadsheets, making it harder to maintain consistency, generate reliable reports and access trust-wide workforce insight.

This practical self-assessment will help you evaluate the health of your workforce data across five key areas:

- Workforce data consistency
- Manual reconciliation
- Trust-wide reporting
- Census data confidence
- Year-round data confidence

At the end, you'll receive a simple result and practical recommendations based on your answers.

How to complete your health check

For each question:

- Select the answer that best reflects your current situation
- Choose A, B or C
- Keep track of how many As, Bs and Cs you select
- Your most common answer determines your result

This assessment is designed as a practical self-evaluation tool. It is not a formal audit, compliance assessment or guarantee of census accuracy.



Get started

Workforce data consistency

Accurate workforce information depends on consistent processes and records across every academy in your trust.

01

When employee information changes, how straightforward is it to update related records?

- **A** Information is updated once and remains consistent across relevant systems and processes
- **B** Some updates require additional checks or manual intervention
- **C** The same information often needs to be updated in multiple places

02

How confident are you that employee, contract and pay information aligns?

- **A** Records are regularly maintained and remain aligned
- **B** Occasional discrepancies occur and require investigation
- **C** Misaligned records are common and require regular reconciliation

Next question

Manual reconciliation

Many workforce teams spend time checking, comparing and correcting information across systems. How much manual effort is involved in your trust?

03

To what extent does your trust rely on spreadsheets to manage workforce information?

- **A** Spreadsheets are mainly used for reporting and analysis
- **B** Some workforce processes rely on spreadsheets alongside core systems
- **C** Spreadsheets play a significant role in managing workforce information

04

How much duplicate data entry exists within your workforce processes?

- **A** Very little
- **B** Some duplication exists but is manageable
- **C** Duplicate entry is a regular part of day-to-day reporting

Next question

Trust-wide reporting

Reliable workforce reporting depends on having easy access to consistent information across every academy.

05

How easy is it to access workforce information across the trust?

- **A** Trust-wide information can be accessed quickly and easily
- **B** Information is available but usually requires some consolidation
- **C** Gathering trust-wide information is often time-consuming

06

How quickly can you answer questions from senior leaders on staffing levels, vacancies, contracts or workforce costs?

- **A** Senior leaders can access or receive the information they need quickly and confidently
- **B** Information is available but often requires manual preparation and validation
- **C** Significant data gathering and reconciliation are usually required before answers can be provided

Next question

Census data confidence

The ease of completing the School Workforce Census is often a reflection of how effectively workforce information is maintained throughout the year.

07

How much data correction is typically required during census preparation?

- **A** Minimal correction is required
- **B** Some correction work is expected each year
- **C** Significant correction work is usually required

08

When discrepancies are identified, how easy is it to determine their cause?

- **A** Causes are usually clear and resolved quickly
- **B** Some investigation is needed
- **C** Finding the root cause is often difficult and time-consuming

Next question

Year-round data confidence

Strong workforce data supports more than census reporting. It helps trusts manage compliance, maintain accurate Single Central Records and approach inspections with confidence.

09

How effectively can your trust monitor workforce trends (such as absence, turnover, staffing costs or vacancies)?

- **A** Trends can be monitored easily
- **B** Reporting is possible but often requires manual effort
- **C** Trend analysis is difficult due to fragmented information

10

Which statement best describes your current workforce data environment?

- **A** Consistent, accessible and trusted
- **B** Functional but reliant on some manual processes
- **C** Fragmented and resource-intensive to manage

See what your results mean

What your results mean

A

Data confident
(Mostly As)

Your trust appears to have strong foundations for managing workforce data. Information is likely to be maintained consistently, readily accessible and trusted by stakeholders across your organisation.

How MHR can help

- Build on your strong foundation with advanced workforce analytics and reporting
- Automate routine HR and payroll tasks through data workflows
- Give leaders greater visibility of workforce trends through real-time dashboards and cross-trust reporting

B

Managing complexity
(Mostly Bs)

Your workforce data is broadly reliable, but manual processes may be introducing inefficiencies and avoidable risk.

How MHR can help

- Improve reporting confidence with connected workforce data in one platform
- Reduce reconciliation effort with a single employee record across HR and payroll
- Remove duplicate data entry through integrations between MHR software and common MIS platforms

C

Under pressure
(Mostly Cs)

Your teams may be spending significant time maintaining, checking and correcting workforce information.

How MHR can help

- Create a single source of truth with MHR's HR and payroll technology
- Minimise errors by replacing disconnected systems
- Support compliance and workforce planning with accurate, real-time data
- Improve workforce visibility with centralised reporting and dashboards

Ready to discuss your results?

Whether your assessment highlights strong foundations or opportunities for improvement, understanding your current position is the first step towards building greater confidence in workforce reporting, payroll processes and strategic decision-making.

Book a free workforce data review with an MHR education specialist to discuss your results.

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