

GNSA

Our Solution for Healthcare

In times of uncertainty, your people plan is the
key to stability and success



The Healthcare Industry Challenge

The shift to value-based care is just one of many fundamental changes happening in healthcare today. Providing quality care for every patient across an increasingly complex continuum of care makes accurate staffing more important than ever. Outdated, inadequate staffing practices can have serious consequences — think low employee morale and poor patient outcomes — making it imperative to accurately align staff with workload demand to create a culture of consistent quality care.

Labor, which accounts for about 60 percent of your overall operating costs,² is your most controllable expenditure. Organizations are challenged to increase productivity and reduce costs by minimizing supplemental labor expenses and payroll inflation. But without visibility into your workforce, controlling labor costs is easier said than done.

Add 24/7 staffing practices, shift differentials, call coverage, complex FLSA and FMLA requirements, and union contracts and policies into the equation, and healthcare organizations are feeling the pressure from all sides.

By managing employees more effectively and nurturing employee satisfaction and retention, your healthcare organization will be in a better position to provide the quality, value-based care patients count on — while protecting your budget.

Our human capital management (HCM) solution for healthcare provides a comprehensive workforce solution that can help you align caregivers to patient census and workload, locations, and resources across the continuum of care — maximizing productivity, maintaining positive employee morale, and ensuring consistent, patient-first care.



“When your workforce is engaged, they’re happy with the days they’re working; they understand the practices, policies, and expectations of the organization; and they’re smarter and safer.”

Carolyn K. Quinn, RN, MSN, NEA-BC
Deputy Executive Director,
Operations & Administration
Cohen Children’s Medical Center, Northwell Health

¹ Lena J. Weiner, *Data Analysis Saved This Hospital \$650,000 in Six Months*, HealthLeaders Media, (July 11, 2016), found at <http://www.healthleadersmedia.com/hr/data-analysis-saved-hospital-650000-six-months>.

² American Hospital Association, *The Cost of Caring*, (2017), at 2.

Delivering a Comprehensive Solution

Delivering quality patient care starts with an engaged, passionate workforce — and scheduling is key to your people's morale and your patients' care and satisfaction. With scheduling automation based on intelligent volume forecasts and self-service options that keep employees engaged and reduce administrative tasks, our solution for healthcare provides the tools you need to make the most out of your staff's talents and empower them to provide quality, cost-efficient patient care.

Deliver more quality care

Time-consuming, manual processes decrease morale and productivity. In fact, administrative tasks consume more than a third of a nurse's time,³ while physician paperwork is out of control at nearly 50 percent.⁴ Moreover, strong evidence shows that insufficient nurse staffing-to-workload ratio is linked with poorer patient outcomes.⁵ Our solution for Healthcare eliminates these time-sinks by generating accurate, best-fit schedules for nurses and caregivers based on staff qualifications and predicted patient volume.

Control labor costs

Approximately two-thirds of every dollar spent by hospitals and health systems goes to the wages and benefits of caregivers and other staff.⁶ Our solution for healthcare helps maximize those dollars with a fully automated solution that instantly captures data of actual time worked, improves payroll accuracy, and applies complex work and pay rules to reduce unnecessary errors. Managers then gain the visibility they need to take corrective action before extraneous payroll costs accrue.

Increase employee engagement

When nurses and care providers have a say in their schedules, everyone wins. Our easy-to-use tools with mobile access and self-service options empower employees to manage their own schedules. A standardized, automated workforce management solution across your entire continuum of care creates a more productive workforce — one that is able to swap shifts from home, request time off, and achieve a work/life balance that translates into higher job satisfaction and better patient outcomes.

Minimize compliance risk

Rules and regulations are everywhere: FLSA, FMLA, meal breaks, nurse-to-patient ratios, and beyond. With manual or custom-coded systems, maintaining compliance and adhering to shifting labor regulations is a daunting task. Our solution for healthcare empowers supervisors to manage by exception, with configurable pay rules and standardized application of policies and processes. Consistent enforcement and proper staffing translates into reduced employee grievances, claims, lawsuits, and fines — and less time and money spent monitoring compliance.

³ Ann Hendrich et al., A 36-Hospital Time and Motion Study: How Do Medical-Surgical Nurses Spend Their Time? *The Permanente Journal* 12, no. 1 (2008).

⁴ Bruce Y. Lee, *Doctors Wasting Over Two-Thirds of Their Time Doing Paperwork*, *Forbes*, (September 7, 2016), found at <https://www.forbes.com/sites/brucelee/2016/09/07/doctors-wasting-over-two-thirds-of-their-time-doing-paperwork>.

⁵ American Nurses Association, *Safe Staffing Saves Lives — ANA's National Campaign to Solve the Nurse Staffing Crisis*, (2012).

⁶ American Hospital Association, *The Cost of Caring: Drivers of Spending on Hospital Care*, TrendWatch, March 2011.

Managing Across the Continuum of Care

Our workforce solutions are designed with the entire continuum of care in mind. And when you have the right tools to meet the unique needs of employees and patients, you're in a better position to create an engaged, compliant culture, retain top talent, and provide the care patients count on. At every point along the complex continuum, we have you covered.



Health systems

As health systems adapt to the new norm of value-based care, our solutions help build and manage an engaged workforce, providing data-driven insight into scheduling needs, attendance, productivity and more.



Acute care hospitals

As community hospitals face falling reimbursements, increased regulations, and staff burnout, the risks to cost-effective patient care are myriad. Our automated solutions eliminate time-wasting, morale-depleting complexities and provide real-time visibility into staffing and productivity data.



Post acute care and senior living

At the same time demand is swelling, regulations are tightening and employee retention proves difficult. Our solutions provide visibility into labor productivity and costs, giving staff the resources they need to stay engaged, satisfied, and deliver the cost-effective quality care residents count on.



Non-acute care settings

As more healthcare moves to outpatient settings, challenges include managing staff across disparate care settings and keeping costs down. Automated workforce management solutions provide real-time visibility into labor needs and enable providers to reduce costs by matching labor to workload.



Clinician providers

The complexities of scheduling physician, hospitalist, resident, and other on-call providers aren't going away — but our automated solutions automates the time-consuming scheduling process, creating accurate, fair, and transparent schedules that ensure appropriate, compliant coverage.