

DATA SHEET

Optimize Labor Costs and Improve Staff Productivity

Labor costs make up the single, most expensive cost driver for healthcare provider organizations. To help you gain control over labor spend and productivity trends, MedeAnalytics Labor Productivity analyzes payroll, census, time and attendance, and budget data. Patterns in metrics like nursing hours per patient day and skilled staffing mix enable you to address costly staffing variances, optimize productivity, and analyze benchmarks—all with the goal of ensuring optimal, cost-effective staffing that meets the needs of your patients.



IDENTIFY CHANGES IN YEAR-OVER-YEAR SKILL LEVELS

With MedeAnalytics Labor Productivity, You Can:

- Analyze labor costs compared to budget and productivity
- Identify and quantify opportunities from overtime, contract or premium labor, skill mix, and wages
- Compare worked and paid FTEs to budgets and flex targets
- Analyze department scorecards to align department leaders to organizational strategy
- Ensure optimal staffing based on productivity targets and patient volumes
- Evaluate nursing hours per patient day and other productivity measures
- Ensure appropriate nursing skill levels in the ICU, ED, and other departments
- Analyze all labor types including clinicians, maintenance staff, and administration
- Reduce overtime and ensure efficient agency usage

LABOR PRODUCTIVITY

WHO IS IT FOR?

Department managers,
nursing unit managers

WHAT DOES IT DO?

Offers an integrated view of labor productivity data with interactive dashboards and targeted scorecards

WHY DO YOU NEED IT?

- Right-size staffing to meet organizational goals
- Identify opportunities for labor cost improvement
- Ensure quality care with appropriate staffing
- Align staffing decisions with enterprise goals

HOW DOES IT WORK?

Provides industry-leading analytics and data integration expertise to ensure efficient labor spend

Ensure Appropriate Staffing Levels

Labor shortages, changing patient volumes, and a lack of access to staffing information make it difficult for department managers to effectively staff to appropriate levels. With labor productivity insights, you can avoid understaffing and overstaffing to:

- Improve care by comparing nursing hours per patient day to patient volumes
- Monitor nursing skill-mix ratios
- Reduce expensive overtime and outside contract labor
- Minimize waste and identify whether resources could be better used elsewhere
- Justify requests for additional staffing resources with supporting data

Efficiently Allocate Labor Dollars

Putting employees to work where they are needed is key to ensuring the efficient allocation of labor dollars. MedeAnalytics Labor Productivity enables you to:

- Reduce costly overtime and contract labor
- Replace contract labor with new employees as necessary
- Reallocate existing staffing to match recommended staffing levels
- Find and address unproductive departments with excess FTEs

Align Staffing with Enterprise Goals

With insights into labor productivity, you can effectively staff to meet organizational needs and ensure labor spending aligns with budget targets:

- Identify and maximize value from highly productive areas
- Evaluate staffing against benchmarks and state-mandated ratios
- Compare earned and available hours in aggregate
- Ensure appropriate utilization of high-value nursing and physician time

For more information about MedeAnalytics Labor Productivity, visit www.medeanalytics.com/solutions/labor-productivity.

MARKET INSIGHTS

Labor is the costliest line item for health system budgets

In fact, 66% of healthcare executives cite labor and productivity as a cost transformation focus

Source: KaufmanHall

PROVIDER SOLUTIONS

Revenue Cycle Management

- Patient Access
- Revenue Integrity
- Business Office

Value Based Performance

- Population Health
- Quality Management

Cost and Operations

- Supply Chain
- Labor Productivity
- Service Line
- Surgical Throughput
- Emergency Department Throughput

Enterprise Performance Management

- Action Planning
- Progress Tracking