

Workforce Central

# Workforce Scheduler

## Quality care starts with an engaged workforce

Workforce Scheduler™, part of the integrated, web-based Workforce Central® management suite, enables the successful execution of the daily mission-critical issues presented by staffing and scheduling your most valuable asset — the workforce. The solution automates the creation of work schedules based on a forecast of predicted patient volume, with consideration of employee skills, experience, and preferences.

Using a rules-based engine, it supports compliance with regulatory requirements, internal policies, predefined practice standards, and contractual obligations related to staffing and scheduling of your workforce. Enhanced with functionality that quantifies workload intensity, the solution enables the equitable and safe distribution of the workload through automated patient-to-staff assignment, increasing both patient and employee satisfaction.

### Intelligently forecast volume

Using the Forecast Manager functionality, the fluctuating workload volumes are more accurately predicted, allowing for improved allocation of the workforce, more predictability to your employees regarding their schedules, and a reduction in the use of supplemental labor. Improved schedule planning that aligns the types and numbers of staff to the predicted workload is accomplished using an advanced algorithm taking into account historical performance and real-time patient flow from traditional admission-discharge-transfer systems.

### Shift-based productivity tracking

Staying on course to meet financial performance targets is significantly easier when real-time data is available. Target Intelligence is designed to provide you with current shift-based productivity reporting to guide staffing decision making. Using labor hour data and actual workload metrics, Target Intelligence presents in-the-moment productivity measurement and displays variances from planned performance. Understanding exactly where variances exist enhances everyone’s understanding of operational challenges.



## Key Benefits

- » **ASSIGN THE RIGHT NURSE** to the right patient
- » **ACHIEVE APPROPRIATE SKILL MIX** to support quality care
- » **REDUCE STAFF OVERTIME** and agency use
- » **IMPROVE VISIBILITY** with whole-house views
- » **QUICKLY REBALANCE STAFF** based on patient intensity
- » **INCREASE STAFF SATISFACTION** through self-service and mobile capabilities
- » **SUPPORT PREDICTIVE SCHEDULING** with volume-based workload forecasts



## Quantify workload intensity

Each patient has unique care needs that impact the total workload. The Workload Manager functionality supports the quantification of each patient's level of care intensity. Using prototypes calibrated to accurately represent the unique patient population on each unit, the assignment of a classification for each individual patient can be automated through integration with documentation from the EMR. Nurses employ their judgment to override individual classification by exception, as needed. This ability to more accurately assess the workload each patient represents is used to equitably distribute and balance each staff member's patient assignment. Optimized to enhance continuity of care, Workload Manager supports improved patient and staff safety and satisfaction.

## Enhanced whole-house visibility and simplified reporting

With Workforce Scheduler, you can quickly rebalance staff levels based on patient intensity and unit coverage. With visibility into the "whole house," staffing between units can easily be adjusted simply by dragging and dropping employees.

Workforce Scheduler's intuitive user interface serves up data needed to enhance decision making. This ability to optimize the deployment of the workforce minimizes costs and improves care. In addition, there are predefined standard reports and ad hoc query capabilities that are all easily exported to Microsoft Excel for further analysis.

## Increase staff satisfaction

Providing integrated employee self-service, staff members are able to manage their personal information, set scheduling preferences, swap and choose open shifts, submit vacation requests, and view accruals at their own convenience. Engaging the staff through self-service capabilities increases overall employee satisfaction, improves retention, and decreases absenteeism.

## Manage in the moment — mobile

Imagine being able to manage in the moment, untethered from the desktop workstation, to support how work gets done today. Using a mobile phone or tablet, managers, supervisors on the run, or employees making a work schedule request from home can access data wherever they are, whenever they need it.

## About Kronos

Kronos is a leading provider of workforce management and human capital management cloud solutions. Kronos industry-centric workforce applications are purpose-built for businesses, healthcare providers, educational institutions, and government agencies of all sizes. Tens of thousands of organizations — including half of the Fortune 1000® — use Kronos. **Kronos: Workforce Innovation That Works™**.

---

Put Kronos Workforce Scheduler to work for you:  
**+1 800 225 1561 | [kronos.com/workforcescheduler](https://www.kronos.com/workforcescheduler)**

---