

DATASHEET

KEY BENEFITS

- Reduce staff overtime and agency use
- Manage complex scheduling
- Increase staff satisfaction
- Expand and simplify reporting
- Derive efficiencies

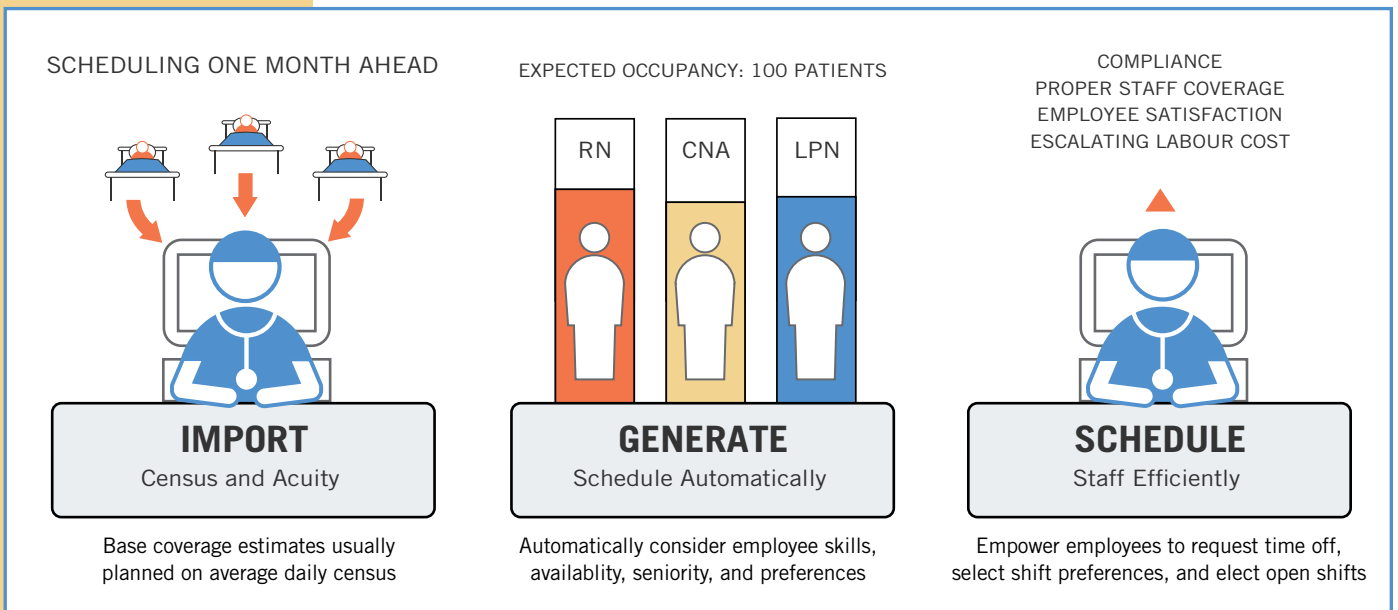
Put the Right Person in the Right Place – All the Time

Quality patient care is the primary goal of every healthcare organization. For providers however, scheduling employees, controlling labour costs, and maintaining employee satisfaction can be daunting tasks in the delivery of quality care. Improving the efficiency of your staff and processes can help you manage each of these objectives. Scheduling solutions that deploy the right number of properly skilled workers to each unit and shift in a cost efficient manner, helps balance labour costs and improve employee job satisfaction.

Kronos' Workforce ESP™ solution, part of the integrated, web-based Kronos® for Healthcare workforce management suite, supports the daily mission-critical issues of productivity, staffing, and morale. The system automatically generates schedules and provides whole-house visibility into scheduling and staffing processes. Workforce ESP imports workload information; considers employee skills, staffing ratios, availability, seniority, and shift preferences; and applies organizational policies and contractual rules to deploy the right staff all the time.

Control supplemental costs

Workforce ESP equips your managers with critical real-time data and alerts. They will be notified of thresholds with regard to staffing coverage and budgetary performance as well as limitations due to staff skills and license expirations. This streamlines the process by which your managers are able to make quick, effective and informed decisions that support your care delivery, compliance and financial performance objectives. Workforce ESP enables managers to resolve staffing gaps quickly by creating a call list of employees who are available, qualified and that will not violate contractual rules if used to fill open shifts.



Increase staff satisfaction

Workforce ESP increases staff satisfaction by helping ensure that schedules reflect appropriate staffing levels, certifications, and skill mix by census and acuity to minimize overtime and job stress. By providing flexible scheduling and integrated self-service, staff 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. This increased involvement can have a positive effect on work/life balance and retention. Empowering staff with tools to better participate and manage their practice gives them a sense of autonomy and advocacy for themselves and their patients.

Expand and Simplify Reporting

Workforce ESP provides a powerful portfolio of tools which improve reporting to staff, management, unions, and other regulatory bodies. The system consistently applies the necessary rules, regulations, and hospital policies to all staffing decisions, and helps managers schedule only employees whose certifications and licenses are up to date. Workforce ESP provides standard reports, ad hoc query capabilities and, easy export to Microsoft Excel.

A Total Solution: The Kronos for Healthcare suite

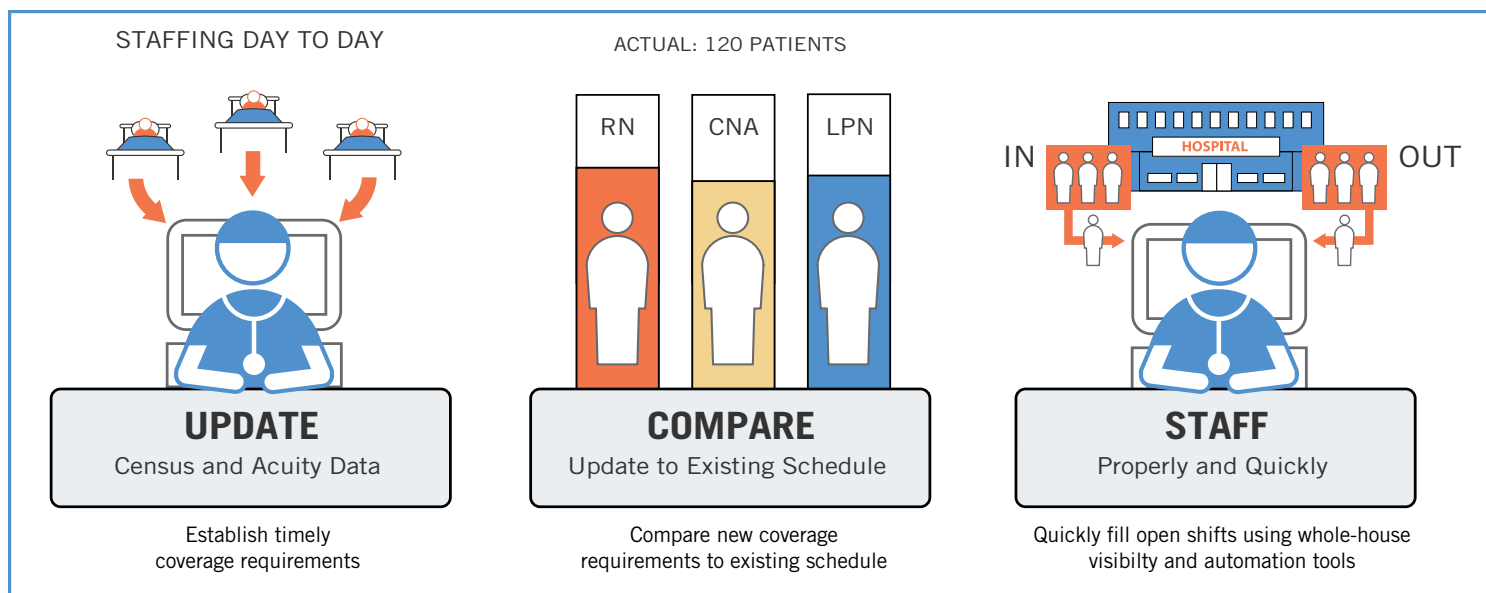
Integrated with other Kronos for Healthcare solutions, Workforce ESP empowers users to optimize staffing and scheduling processes. Access to time and labour information contained in

KEY FUNCTIONALITY

- Multi-tier filtering and sort of relief employees
- Proactive rule violation warnings to avoid costly overtime and grievances
- Comprehensive employee position management
- Extensive graphical audit information
- Multiple options for schedule creation to suit desired methodology

Workforce Timekeeper™ allows managers to view staff on premises as well as employees who are scheduled but not yet signed in, in order to respond quickly to variances. In addition, managers are able to track actual worked hours against scheduled hours to identify employees approaching overtime prior to filling an open shift.

Whether an employee's missed shift is scheduled ahead of time or occurs at the last minute, Kronos for Healthcare's absence management solution helps you manage the situation. Workforce Attendance™ and Workforce Leave™, part of the Kronos for Healthcare workforce management suite, enables organizations to track and administer absences and assure compliance with attendance and leave policies for a consistent employee experience that benefits the organization overall.



TIME & ATTENDANCE SCHEDULING ABSENCE MANAGEMENT HIRING LABOUR ANALYTICS

Kronos Canadian Systems Inc. 100 Milverton Drive, Suite 800 Mississauga, Ontario L5R 4H1 (905) 568-0101 www.kronos.com/canada

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