The High Cost of Doing Nothing:

Why Ineffective Scheduling Methods Must Be Overcome Now

Is the healthcare staffing crisis at a breaking point?

Your workforce is your biggest operational expense and your greatest asset. Now, shortages, turnover of nurses and retaining direct care workers are growing concerns for hospitals and other healthcare organizations.

The situation is becoming more and more critical. Yet, many healthcare organizations are unsure about the best course of action to take.

Shortages and turnover: a daunting double threat.
Demand for caregivers is growing faster than supply:

The U.S. needs over 900K new RNs by 2030[1]

The U.S. long-term care sector needs 8.2M new direct care workers by 2028[2]

Turnover is a growing concern:

Acute care turnover rates – bedside RNs: 15.9%, CNAs: 26.5%[3]

Long-term care turnover rates – RNs: 50%, LPNs: 36.4%, CNAs: 51.5%[4]

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Outdated scheduling strategies move your organization backward

The day-to-day burdens of managing staffing, especially in the wake of COVID-19, have left healthcare leaders and staffing teams deprived of time, energy and resources. But, doing nothing to advance your organization's staffing strategies can push you backward.

Ineffective staffing is expensive because it results in unnecessary overtime and agency spend and increased turnover. Beyond the obvious financial impact, bad staffing decisions erode the very foundation of healthcare – the stability of the workforce.

Today, more than one year into the pandemic, the healthcare workforce is vulnerable. Staff struggle to protect their well-being while fulfilling both work and personal responsibilities. Nearly one-third feel that their employer does not provide the support and flexibility they need to meet their responsibilities outside of work.[5]

Retention continues to be a challenge. Nearly one in five nurses intend to leave their position in the next six months. The top two reasons for their planned departure: insufficient staffing and the negative impact their job is having on their physical and mental health.[6]

Your organization needs to stop losing ground.

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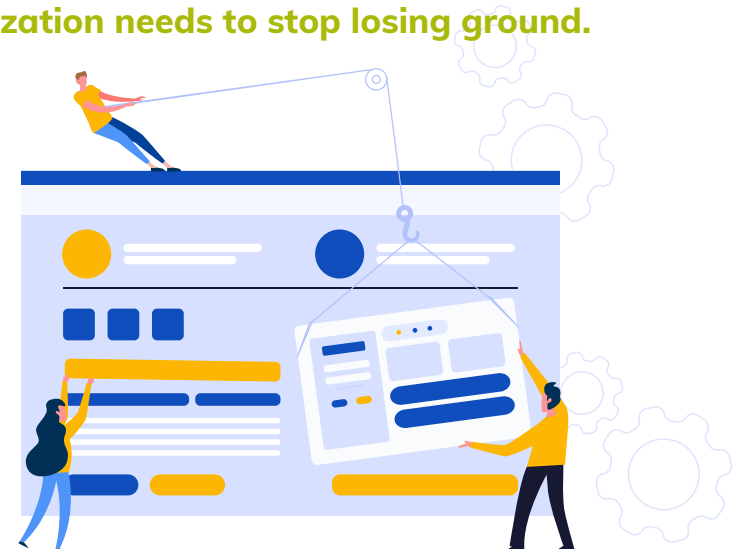
The high cost of doing nothing

When budgets are tight, investing in a scheduling application may not be top-of-mind for you. However, instead of considering only the cost of the technology, weigh the cost of doing nothing.

The downfall of manual or outdated scheduling systems is that staffing decisions are not based on current or projected patient need. Can your organization afford to continue scheduling based on retrospective rather than predictive data?
Without making changes in both strategy and technology, your organization will continue to miss opportunities to optimize your entire workforce. The cost – lost productivity and unnecessary premium labor expenses, such as overtime and agency, that cause you to go over your budget. Outdated scheduling tools and processes also jeopardize the morale of your staff, leading to burnout and increased turnover.

Inaction is expensive. Instead, discover how an investment in a staffing system can reduce unnecessary labor costs and quickly pay for itself.

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Moving your organization forward

The right staffing application helps your organization contain costs, which delivers a quick, tangible ROI. The benefits extend beyond the financial impact. Technology helps you engage employees and stabilize your workforce, all while improving the quality of care.

Attracting and engaging top talent is a key priority for hospitals and long-term care facilities. Staffing practices that foster collaboration and enable your staff to achieve a better work/life balance can help you stand out in a competitive market.

Staffing decisions also have a strong impact on the quality of care. Scheduling technology can help your team align care needs with staff skills and competencies so you can get the right person in the right place at the right time.

Staffing and scheduling technology can help you meet your organization's clinical, financial and staff engagement goals. It's an investment that builds long-term organizational resilience.

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How technology can accelerate transformation

- Streamlined workflows and access to information at the point of decision-making empower your team to consistently make staffing decisions that elevate care, engage staff and protect your bottom line.

- Visibility to dynamic, enterprise-wide schedule changes and trends enable unit managers and schedulers to make holistic decisions that consider your entire staff as part of the solution.

- Access to view and manage schedules on mobile devices provides staff with the timely communication and convenience they value.

- Data transparency encourages collaboration between staff and managers to fill schedule gaps. Staff are more engaged in the process of filling open shifts, which frees up managers' time to focus more on their staff and their patients.

- Predictive tools enable unit managers and staffing coordinators to develop proactive staffing plans that optimize your staffing resources.

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A positive impact at all levels, from front-line staff to executives

The deployment of scheduling technology creates a cascading positive impact throughout the entire enterprise. Your team can develop staffing programs that propel the entire organization forward.

Flexibility and predictability are valued by staff. Self-scheduling and mobile tools make it easy for them to have more input into their schedule and create a better work/life balance.

With the right technology, engaging staff in the scheduling process can decrease the burden on schedulers as well. Unit managers and scheduling coordinators spend less time taking care of the administrative side of scheduling. When unit leaders and staffing coordinators have access to predictive insights, knee-jerk reactions to census changes are replaced with proactive decision-making.

As staffing and scheduling challenges are eliminated, the leadership team no longer gets pulled in to resolve day-to-day issues with schedules or shift coverage. Executive dashboards, targeted reports delivered to their inbox and predictive tools provide them with the insights they need to ensure productivity goals are met and labor costs are minimized.

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Finding the right technology

Central to the overall success of any staffing initiative is a scheduling application that can be deployed quickly and at a low cost, while also being easy to maintain. When you are seeking an immediate ROI, look for a scheduling system that can deliver these key factors:

SaaS platform – Fast, easy and affordable are the key benefits of a SaaS-based scheduling system. The initial investment and cost of ownership are both low. The application is easy to set up and fast to implement. And, your IT team won't be burdened with ongoing maintenance because updates are done automatically and there's no hardware to manage.

Native mobile app – A mobile app makes it easy for employees and leaders to view, update and manage schedules from anywhere, at any time.

User-friendly – Everyone appreciates more control over their own schedule. To provide enterprise-wide benefits, your staffing tools should be easy for both tech-savvy and tech-hesitant staff to use.

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Are you ready to take action?

Healthcare is in the bullseye of the staffing crisis. The growing threats of nursing and direct care worker shortages and high turnover cannot be ignored. You need a staff scheduling strategy that creates organizational resilience and workforce stability. ABILITY can help.

Our team has decades of healthcare experience and can help you quickly implement our SaaS-based staffing application so that you can protect your most valuable resource – your staff.

ABILITY is a leading information technology company helping healthcare organizations simplify administrative and clinical complexity by enabling data-driven improvements in healthcare. Through specialized, easy-to-use applications and data analytics that work together, organizations rely on ABILITY to help optimize staffing, as well as care quality and reimbursement.

Our product specialists are workforce management experts who can show you how **ABILITY SMARTFORCE** Scheduler can be the foundation of your most impactful staffing initiatives. Collaborate with our team to discover how you can quickly start seeing powerful results.

See a Demo

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3. "2020 NSI National Health Care Retention & RN Staffing Report," NSI Nursing Solutions, March, 2020, https://www.nsinursingsolutions.com/Library.php

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