

eShift



**The power to access open shifts.
The power to self-schedule.
The power to recruit and retain staff.**

You have the power to fill open shifts for effective patient care.

“Magnet loves whatever you can do to help nursing staff achieve job satisfaction. eShift provides that satisfaction by giving staff better access to the schedule, better communication with nursing managers, and better access to pick up the shifts they really want.”

Tara Claudio, BSN, RN

Manager Nursing Systems

Meridian Health

Raise Staff Morale

Between nurse staffing shortages and increased patient volumes, today's hospitals struggle to fill open shifts. Managers scramble to find qualified personnel; interested staff waste time on the phone, seeking extra shifts. eShift™, McKesson's innovative open shift management solution, uses Web-based self-scheduling to bridge the communication divide — coordinating management and staff to provide effective patient care.

An essential component of McKesson's workforce management solutions suite, the eShift application gives hospitals an open scheduler methodology. Filling unfilled shifts with hospital staff reduces agency use — and its cost. Most importantly, staff morale increases dramatically — a powerful plus for recruitment

and retention. eShift gives employees the freedom and flexibility to pick up shifts whenever they wish.

Improve Manager Efficiency

Once you finalize the initial schedule, eShift publishes additional vacancies to the Web. Per-diem and full-time staff have access to view and request only the shifts for which they qualify. Unit scheduling managers choose their publication methodologies: fixed rate, premium pay, multi-phase or a variety of bidding and auctioning options. Automatic rules enforcement tracks maximum, minimum and required work parameters from the individual level to the facility level, ensuring employee compliance while reducing management oversight.

Deploy Existing Staff

eShift offers easy access to open shifts for casual staff, which gives hospitals the flexibility to handle variable workloads without resorting to agency use. eShift hospitals can leverage current full-time, part-time and internal registry staff to fill most, if not all, open shifts with people already familiar with the facility's patient care goals. By leveraging current full-time, part-time and internal registry staff, hospitals can fill most — and sometimes all — of their open shifts through eShift. Filling scheduling holes with existing staff familiar with the facility's patient care goals improves the quality and consistency of care. Employees also spend less time shadowing external staff unfamiliar with the hospital.



Encourage Employee Control

eShift allows staff to make proactive decisions about work schedules to meet personal financial needs, preferences and career objectives. Employees may log in to customized eShift calendars and view the status of all scheduled, pending, completed and available shifts — from any Internet browser.

Automated e-mail subscriptions alert employees to open shifts on their preferred units or within a favorite time block. By allowing staff to make and communicate scheduling preferences conveniently, eShift helps establish that elusive work/life balance, boost employee satisfaction and enhance retention efforts.

Practice Self-Scheduling

eShift can serve as a complete self-scheduling tool throughout the enterprise, allowing staff to coordinate schedules according to preferences. Rules-based scheduling templates allow managers to post all open shifts quickly and efficiently. To even out distribution and promote balanced schedules, eShift automatically limits the number of employees allowed to sign up for any given day or shift. Managers may release reoccurring shifts in group rotations to provide equitable access to prime shifts and eliminate confusing sign-up sheets.

Enhance Communication

The internal messaging tool in eShift notifies employees when relevant activity occurs, eliminating a staff member's need to come in to check overtime approval. Managers can contact their teams immediately and/or monitor the schedule with

automatic notification of a shift filling. Shift-swapping functionality automates the exchange process, allowing employees to initiate requests and confirm swaps directly.

Assure Equitable Staffing

eShift's innate flexibility allows units to implement processes aligned with departmental procedures, union rules and organizational policies. When the scheduling manager closes a shift, eShift automatically selects the most qualified employee according to such hospital-defined criteria as staff seniority, specialty training, impact on overtime or unit experience. When the schedule is posted, staff members can search for available openings for which they qualify. Off-duty, off-site staff can themselves request overtime without being present physically.

Simplify Delivery

eShift connects fully with ANSOS One-Staff®, McKesson's enterprise productivity management solution. Hospitals can use eShift with the workforce management solutions suite or deploy it as a stand-alone solution. McKesson can install eShift on-site or manage it remotely as an application service provider (ASP), allowing for faster implementation and minimal hospital IT support. eShift's intuitive graphical user interface and streamlined workflow minimize the amount and cost of training.

Find Out More Today

For more information about McKesson's eShift solution, contact your McKesson representative or call 1.800.442.6767 and press option 2.

Benefits

eShift helps providers create a more flexible staffing environment while simultaneously empowering staff with improved scheduling control.

- Effective deployment of current staff decreases agency usage and lowers hourly labor cost
- Convenient access to view schedules and shifts over the Web increases staff members' control of their own schedules
- Increased flexibility to accommodate staff preferences improves recruitment and retention of top talent
- Efficient open-shift communication makes staffing affordable during peak census
- Improved staff satisfaction supports Joint Commission accreditation and American Nurses Credentialing Center's Magnet Recognition Program®

ABOUT McKESSON CORPORATION

McKesson Corporation, currently ranked 18th on the FORTUNE 500, is a healthcare services and information technology company dedicated to helping its customers deliver high-quality healthcare by reducing costs, streamlining processes and improving the quality and safety of patient care. Over the course of its 174-year history, San Francisco-based McKesson has grown to provide pharmaceutical and medical-surgical supply management across the spectrum of care; healthcare information technology for hospitals, physicians, homecare and payors; hospital and retail pharmacy automation; and services for manufacturers and payors designed to improve outcomes for patients. For more information, visit us at www.mckesson.com.

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