

**Care Providers** — Hospitals

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Performance Management

# Effectively anticipate your workload requirements and meet staffing variations in real time



**BUSINESS  
CARE  
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# ANSOS One-Staff™ Application Suite

A staffing and productivity management solution that helps you balance your organization's clinical needs with the personal and professional goals of your staff

Healthcare is a hands-on business, and as patient volumes increase and labor shortages continue, many health systems are increasingly desperate to recruit and retain qualified staff. By helping you effectively manage your workforce, we can help you keep your staff satisfied and productive. ANSOS One-Staff™, McKesson's enterprise staffing and productivity management solution, helps you balance your organization's clinical needs with the personal and professional goals of your staff.

## Plan ahead with proactive scheduling

Is there a way to accurately anticipate workload conditions, consider clinical relevancy and meet staffing variations in real time? ANSOS One-Staff helps you predict, schedule and assign the optimal number of qualified staff members at the right places and times within your health system.

Using an innovative intelligent scheduler, ANSOS One-Staff generates schedules based on core coverage goals, customized scheduling rules and individual scheduling preferences. By conflict-checking requirements and automatically filling holes with your credentialed staff, ANSOS One-Staff accelerates the scheduling process.

By using our powerful scheduling simulator, you can review the impact of your decisions on costs and patient care. You can determine how to use overtime, agency and float staff more efficiently.

## Empower staff with web scheduling access

As a web-based front end to ANSOS One-Staff, the Web Scheduler module gives both your employees and managers immediate access to view, manage and print schedules in real time. Your staff can search for available shifts and submit work and time off requests. And with complete self-scheduling, your employees can also select shifts without manager intervention. You can time-stage open shifts by employee tiers, ensuring equitable self-scheduling. Mobile access with ANSOS2Go™ allows your staff to have access anywhere on the go.

## Expedite enterprise redeployment

You can institute all staffing changes in real time, from recalibrating unit coverage to swapping assignments between employees and managers with simple drag-and-drop tools. The solution's Enterprise Staffing Manager feature, a centralized dashboard of immediate staffing conditions within your cost center, cost center group, facility or enterprise, helps provide cost-effective staff utilization.

As part of our Workforce Management suite, McKesson Time and Attendance™ integrates directly with scheduling. Real-time visual indicators in ANSOS One-Staff give your managers visibility into which employees have clocked in early, tardy, on time or even unscheduled. You can easily identify and relocate float staff and agency personnel. Overtime is visible and actionable.

## Manage credentialing for magnet recognition

ANSOS One-Staff accommodates Department of Health and Human Services audits, and is used by many facilities that have achieved Nurse Magnet™ status, as recognized by the American Nurses Credentialing Center's Magnet Recognition Program®. A centralized, integrated database of your employee demographic information provides accurate, detailed data, managing compliance with nurse-to-patient staff ratios. ANSOS One-Staff provides invaluable data validation for many reporting venues, including Joint Commission, NDNQI and other state agencies.

## Proven ROI for hundreds of customers

**ANSOS One-Staff has choreographed staffing for patient care for the last 28 years. Today, it benefits more than 800 facilities by helping to provide demonstrated cost avoidance via:**

- **Increased accuracy in staffing to target**
- **Greater efficiency in optimized staff deployment**
- **Improved overtime and agency cost control**
- **Greater consistency in capacity and demand determination**

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“Every department has the same needs for scheduling and productivity. Every department has skills, shifts and tasks to complete. ANSOS One-Staff™ isn’t just for nursing.”

— Judy Beaupre, ANSOS One-Staff administrator, Nursing Finance Systems, Maine Medical Center, Portland, Maine

### **Balance workload with clinically driven staffing**

Balancing your staff’s workload has never been an easy job. The Assignment and Workload Manager module simplifies the task using patient assessment and workload data to accurately forecast staffing requirements. Your nurse managers are able to maintain equitable workload distribution in real time, helping to improve positive patient outcomes and staff satisfaction levels. Through workload monitoring, vacancy fulfillment, roster preparation and budget data comparisons, the solution helps you flexibly manage your staff every day.

### **Create dynamic workload assessment**

You can easily change workload and target numbers to reflect your unit’s current reality. Using unit-defined

patient assessment screens, Assignment and Workload Manager calculates each unit’s comprehensive acuity level, average patient level and total census. Your units can reassess acuity as often as they desire, implementing policies that support their best practices.

### **Calculate target staffing requirements**

Acuity values and workload information collected in Assignment and Workload Manager are sent to ANSOS One-Staff via an automated interface. ANSOS One-Staff creates the current and short-term roster and sends a list of employees by skill to Assignment and Workload Manager. Your patient-to-staff ratios and percentage of licensed staff are visible and reported upon for each unit, by shift and by day — making it easy for you to proactively validate staff credentials.

### **Analyze data to support making decisions in real time**

You can view your current productivity and labor cost data with personalized, role-based views through our dynamic Web Reporting module. Graphical dashboards turn reams of data into a useful performance management tool, helping your executives track critical variances and analyze key performance indicators, such as hours, FTEs and costs by summary and trend. Your managers can maintain overtime, agency and labor utilization on a shift-by-shift, unit-by-unit basis. The Web Reporting module helps your managers to allocate staff in the best possible manner for their cost center, patients and employees — while still meeting budgeted targets.

### **Contact us**

For more information about ANSOS One-Staff and all of McKesson’s workforce management solutions, please call 800.442.6767, option 2 or visit [www.mckesson.com/workforce](http://www.mckesson.com/workforce).

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“Our cost study analyzed overtime usage prior to implementation of ANSOS One-Staff™ and afterwards. We saw a remarkable decrease in overtime. Because we can now see shifts throughout all our campuses at all times, we’re utilizing our staff more effectively. We saved \$3 million in nine months of using ANSOS One-Staff.”

— Alyson Nalewaik, Staffing resources I.S. analyst, Lee Memorial Health System, Fort Myers, Fla.

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