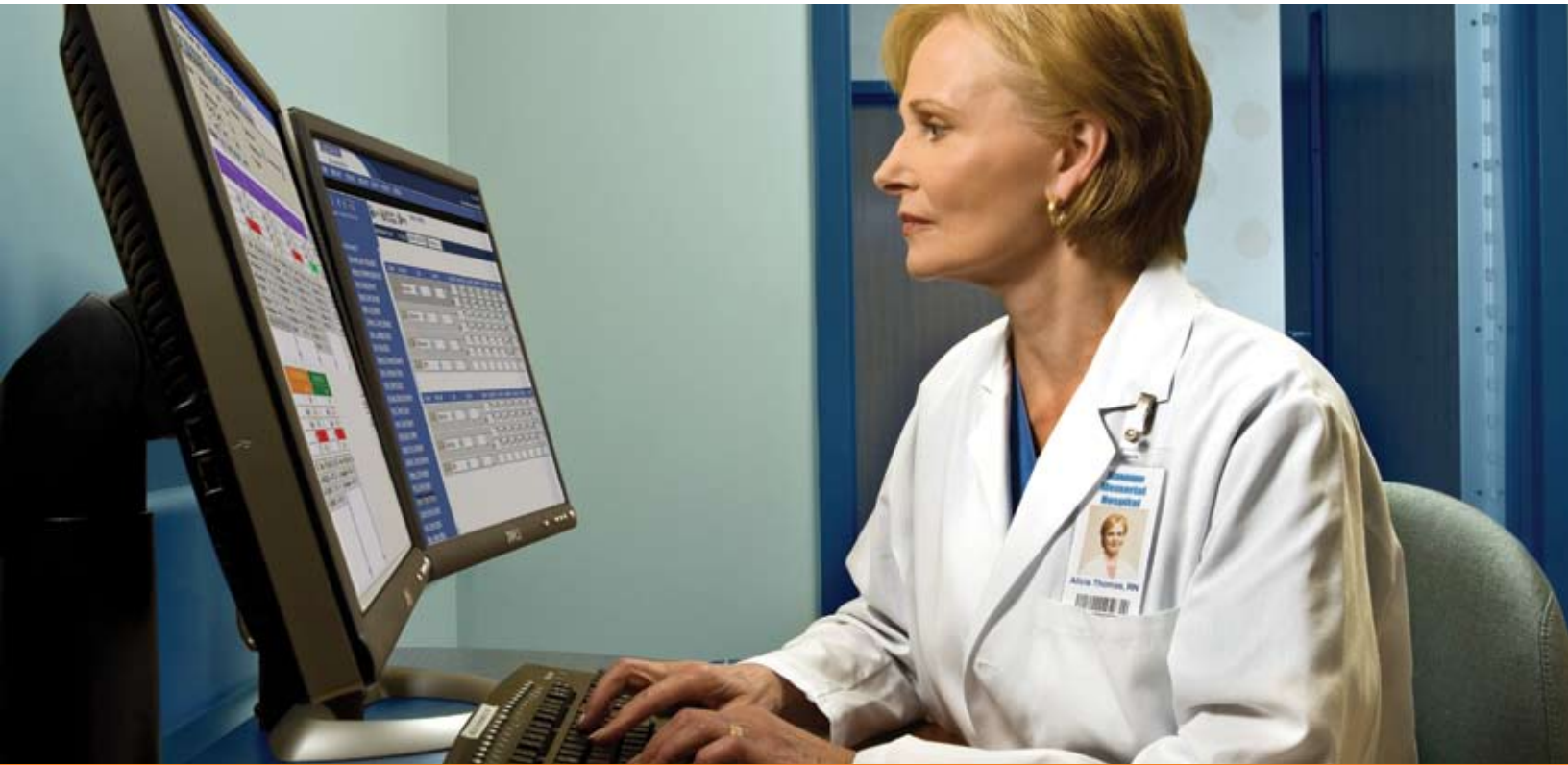


# Workforce Management Solution Suite



The power to streamline processes.  
The power to manage labor costs.  
The power to recruit and retain staff.

You have the power of dynamic workforce management.



# Release the Power of Dynamic Workforce Management

Four proven, best-of-breed products integrate to create a clinically driven workforce management solution suite designed to empower both hospital management and staff. Anchored by ANSOS One-Staff™, the market-leading enterprise productivity management solution, the suite uses eShift™ for innovative open shift management. McKesson's renowned Horizon Human Resource Management™ solution and the new McKesson™ Time and Attendance solution round out the offering.

## Anticipate Workload with Clinically Driven Staffing

The broad functionality of the workforce management solution suite anticipates the fluctuating need for staff based on the clinical needs of patients. With dynamic acuity calculation, the ANSOS One-Staff solution allows management to effectively anticipate workload conditions — and meet staffing variations in real time.

Using unit-defined patient assessment screens, ANSOS One-Staff calculates each unit's comprehensive acuity level, average patient grade and total census. Shift by shift, ANSOS One-Staff enables managers to allocate staff in an optimal manner for their cost center, their patients and their employees — while still meeting budgeted targets.

## Recalibrate Staffing in Real Time

By allowing facilities to view shifts across the enterprise in real time, ANSOS One-Staff provides more efficient and cost-effective staff utilization. Visual indicators help managers assess staffing levels, while internal work shift replacement logic identifies sources of employee exchange. Float staff and agency

personnel can be reallocated with drag-and-drop simplicity.

The McKesson Time and Attendance solution's activity-based costing feature facilitates changes throughout the workday, separating labor costs as employees track their time to respective cost centers. The application works with many types of clocking devices and biometrics, and it can collect employee time through the Web or kiosks in high-traffic areas. Administrators use a configurable Web tool to approve time before routing electronic timesheets to payroll.

## Control Labor Costs with Optimized Deployment

By offering staff Web access to open shifts, the eShift solution gives hospitals the flexibility they need to handle variable workloads without agency help. With eShift, qualified full-time, part-time and internal registry staff can self-schedule to fill the majority of a hospital's open shifts.

Effective staff deployment also decreases labor cost per hour. By conflict-checking all requirements and automatically filling shifts with qualified staff, ANSOS One-Staff ensures that the optimal number of qualified staff are used at the right place and time. A powerful scheduling simulator demonstrates the impact of decisions on costs and patient care.

## Satisfy Staff with Self-Service Functions

McKesson's workforce management solutions are designed especially for employee empowerment. A wide variety of self-scheduling options provide staff with the ability to

## Benefits

- Streamlines processes with best-of-breed products from a single vendor
  - #1 in KLAS for Nurse Staff/ Scheduling<sup>1</sup> two years running
- Provides real-time decision support to manage labor costs
- Reduces overtime and reliance on agency usage
- Ensures prompt and accurate payroll
- Supports regulatory compliance and Magnet Recognition Program® journey
- Maintains labor rule continuity between scheduling, time and attendance, and payroll
- Lowers cost of installation through integration and unified database platform
- Increases employee satisfaction and productivity via:
  - Balanced staffing driven by workload
  - Self-service from any Internet browser
  - Improved communication between management and staff

<sup>1</sup> Source: Top 20 Year-End Best in KLAS Awards, December 2006, page 45, [www.klasresearch.com](http://www.klasresearch.com), © 2006 KLAS Enterprises, LLC, and Top 20 Year-End Best in KLAS Awards, December 2007, page 45, [www.klasresearch.com](http://www.klasresearch.com), © 2007 KLAS Enterprises, LLC. All rights reserved.

initiate work requests at their own convenience, supporting the balance between work and home — increasing employee satisfaction.

ANSOS One-Staff permits the time-staging of open shifts by employee tiers, ensuring equitable self-scheduling for all. Staff can be assigned to tiers based on any useful category, such as seniority or advanced credentials. McKesson Time and Attendance offers a variety of self-service capabilities, enabling staff to submit timesheets, view accrual balances and preview their paycheck. And Horizon Human Resource Management allows employees to update their personnel files, view their training records or scan their wage history online.

### **Streamline Workflow with Standardized Data Source**

Designed exclusively for the healthcare environment, the workforce management solution suite eases the burden of workflow transitions between the various arenas of healthcare. By maintaining labor rule continuity between scheduling, open shift management, time and attendance, and payroll, the suite provides an invaluable standardized source of data.

Horizon Human Resource Management allows organizations to centralize financial reporting and streamline routine human resource and payroll functions. Comprehensive position control tracks authorized headcounts, while centralized benefits administration calculates coverage and automates plan enrollment. Managers can easily monitor overtime, manage union contracts,

minimize employee premiums and calculate the cost of care.

### **Comprehensive Analytics for Real-Time Decision Support**

Real-time Web reporting tools enable executives to react and respond to changes as needed, providing improved labor cost management. Managers view a simplified, graphical display of current productivity data, allowing them to proactively maintain overtime, contract labor, labor utilization and position control on a shift-by-shift, unit-by-unit basis.

The workforce management solution suite's comprehensive analytics correlate diverse factors across the enterprise, allowing organizations to study complex matters such as the effect of a unit's workload on increased sick time.

### **McKesson's Patient Care Advantage™ Offering**

Comprising enterprise productivity, open shift, HR and time and attendance management, McKesson's workforce management solution suite is designed to ensure the right skill mix is available at the right time and place. It is part of McKesson's Patient Care Advantage™ offering, which also includes solutions to manage capacity/patient flow, clinician tools and medication safety capabilities, enabling the care team to deliver safe, efficient care. Patient Care Advantage is a component of Horizon Advantage™.

### **The Power to Perform: Horizon Advantage™**

McKesson gives you the power to perform with Horizon Advantage, our family of solutions that together

## **Featured Solutions**

### **ANSOS One-Staff™ — Enterprise Productivity Management**

- Proactive future scheduling ensures effective coverage
- Dynamic acuity calculation encourages balanced workloads
- Robust Web reporting provides invaluable productivity data

### **eShift™ — Open Shift Management**

- Access to open shifts improves filled-shift percentage while decreasing labor costs
- Internal messaging tool improves communication and raises morale
- Rule-based templates and publication options automate workflow
- A complete self-scheduling tool

### **McKesson™ Time and Attendance**

- Collection devices from Web clocks to badge readers allow unit independence
- Attendance point tracking and absence monitoring prevent lost hours
- FMLA management automates complicated governmental requirements

### **Horizon Human Resource Management™**

- Automated payroll and overtime calculations provide fast, accurate payroll cycle
- Regulatory commission and workplace safety monitoring
- Automatic position posting and resume review streamlines hiring process



solve the biggest issues facing healthcare by uniting the patient, clinicians, pharmacy, payor and employer. McKesson understands the interdependencies among these constituents and delivers solutions that enable health systems to improve patient care quality, operational excellence and financial performance.

**Find Out More Today!**

If your organization is ready for the power of a clinically driven workforce management solution, it's time to find out more about McKesson's offerings. Discover how our solutions can help manage labor costs while streamlining your processes. Your staff will thank you — and so will your bottom line. Contact your McKesson representative or call 1.800.981.8601.

**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 175-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](http://www.mckesson.com).

**McKesson Provider Technologies**

5995 Windward Parkway  
Alpharetta, GA 30005

[www.mckesson.com](http://www.mckesson.com)  
1.800.981.8601