ORACLE

ORACLE WORKFORCE SCHEDULING FOR HEALTHCARE

111

Part of Oracle Cloud HCM

Designing the clinical worker experience

The past few years have brought unparalleled challenges for healthcare organizations. Volatile patient demand, new cost structures and operating models, and labor shortages made it incredibly difficult to quickly adapt, keep rising costs down, and deliver high-quality, patient-centered care. This has forced organizations to rethink how they meet their patient satisfaction goals, improve workforce productivity, stop turnover, and support revenue growth. To effectively adapt as the health and wellness industry continues to evolve, organizations need to rethink how they can better design the clinical worker experience to support better patient outcomes.

Challenges to meeting patient demand

Before organizations can create a better experience, they need to understand and address their current problems.

With so much change and the imperative to do more with less, frontline workers have become burned out and less productive. Clinical workers are leaving the industry in droves because they're overworked, their preferences are overlooked, and they lack the tools they need to give them the flexibility and predictability they want.

On top of addressing elevated employee expectations and labor shortages, organizations need to react to volatile markets and shifting rules and regulations. Without a clear, connected picture of the workforce, business, and patient demand, the organization suffers—their patients don't receive the care they need, they're unable to minimize compliance risk, and their workers will continue to leave for better opportunities in different industries.



Introducing Oracle Workforce Scheduling and Oracle Workforce Labor Optimization

Cardiology (Los Angeles, CA)						
Q Search worker						
Shift Category All 3 Shift All 6	Competency All 23					_
+ < > Worker	View 💌			Work Schedule Lora Waters	2 Wei	Work Schedule
	Sunday May 28	Monday May 29	Tuesday May 30	Registered Nurse Monday, May 28, 2023	×	Registered Nurse Sunday, July 2, 2023
Open Shifts	8:00 AM - 4:00 PM Registered Nurse 3:00 PM - 11:00 PM	7:00 AM - 7:00 PM Charge Nurse B:00 AM - 4:00 PM	7:00 PM - 7:00 AM Nurse Assistant	Details Breaks Team	- 11	Claimed, but not yet assignment is subject to change
	Licensed Practical Nurse 7:00 PM - 7:00 AM Nurse Assistant	Registered Nurse 7:00 PM - 7:00 AM Registered Nurse		Assigned Shift Time 7:00 AM - 7:00 PM	- 11	published.
Samantha Adams	7:00 PM - 7:00 AM Charge Nurse		7:00 PM - 7:00 AM Registered Nurse	Total Duration 12 hours	ID AM	Shift Time
🧕 Val Amaya	7:00 AM - 3:00 PM Registered Nurse		7:00 AM - 3:00 PM Charge Nurse	Assignment Name Cardiology Nurse	X0 PM Jrse	7:00 AM - 7:00 PM Total Duration 12 hours
👸 Maya Devlin		3:00 PM - 11:00 PM		Department Cardiology	IO AM IISE	Department
Sam Fong		Licensed Practical Nurse		Location Harborview Medical Center	tical N	Cardiology
🛐 Liza Hernandez	7:00 PM - 7:00 AM Registered Nurse	7:00 AM - 7:00 PM Job Role	7:00 PM - 7:00 AM Registered Nurse	Withdraw		Withdray

Oracle Workforce Scheduling and Oracle Workforce Labor Optimization, part of Oracle Fusion Cloud HCM, skillfully balance business needs, compliance, and the employee experience for healthcare organizations by connecting electronic health record (EHR) information and business data from across the organization in one cloud platform.

Prioritize patients with an AI scheduling assistant

Because Oracle Workforce Labor Optimization is part of a single cloud platform that extends to HCM, SCM, and ERP, organizations can optimally automate shift creation and the assignment of available people with the right skills to meet expected demand.

With Oracle Workforce Labor Optimization, you can

- ☑ Optimize schedules to reflect business priorities using rules based on competencies, skills, certifications, FTE hours, overtime, fatigue levels, and other parameters
- ☑ Reduce labor costs with AI scheduling automation that manages compliance, demand, and worker preferences
- Manage labor demand from external operational systems, such as your electronic health record
- Staff the right people with a single cloud platform that keeps information about an individual's skills, competencies, and certifications up to date

		on	Profile			
		ase All 4	SUR1		•	
-						
	Generate Schedule			ng departments		
	Period ~	Depar	Selected	I Departments logy		
	May 8, 2023 to Jun 26, 2023	Cardio		Departtment Name	Location	
	May 8, 2023 to Jun 26, 2023	Cardio		Cardiology	Los Angeles, CA	
	Mar 26, 2023 to May 7, 2023	Cardio		Cardiology	Sacramento, CA	
	Mar 26, 2023 to May 7, 2023	Cardio		General Surgery	Sacramento, CA	
	Feb 12, 2023 to Mar 25, 2023	Cardio		Pediatric	Los Angeles, CA	
	Feb 12, 2023 to Mar 25, 2023	Cardio				
	Jan 1, 2023 to Feb 11, 2023	Cardio	Sched	uling periods		
	Jan 1, 2023 to Feb 11, 2023	Cardio	Period Jun 25	7, 2023 to Jul 29, 2023	•	
			You car	n only generate a schedule for a period that is not p	published	
			Settin	gs		
			How do y	ou want to generate schedules?		

Schedule the right people with a couple clicks

Oracle Workforce Scheduling helps reduce the burden on managers by making it easy to adapt to labor changes and fill open shifts with holistic, connected HCM, talent, skills, payroll, and costing insights.

With Oracle Workforce Scheduling, managers can

- Get real-time visibility into labor demand and variances to create optimal schedules
- ☑ Quickly and accurately fill shifts by reviewing the best-fit workers based on their availability and skills
- Automatically alert employees when open shift opportunities and potential incentives are posted

May 14, 2023 - Ju Cardiology (Los Angeles, CA)	ne 18, 2023 🔤			Date 6/1/2023 Shift		
				7:00 AM - 7:00 PM		
				Break In Minutes 60		
				Shift Duration 11h		
+ < > Job View						
	Sunday May 28	Monday May 29	Tuesday May 30	Eligibility criteria		
Charge Nurse	7:00 AM - 7:00 PM Carmen Strata	Carmen Strata	2:00 AM - 7:00 PM Carmen Strata	Competency Balloon Pump Certified		
Registered Nurse	7:00 AM - 7:00 PM Ava Williams	7:00 AM - 7:00 PM Ava Williams	7:00 AM - 7:00 PM Ava Williams	Worker		
	8:00 AM - 4:00 PM Lone Waters	8:00 AM - 4:00 PM Lors Waters		Person Laura		
	7:00 PM - 7:00 AM Lizs Hernandez	7:00 PM - 7:00 AM Liza Hernandez	7:00 PM - 7:00 AM Liza Hernandez	Name	Person Number	Job Role
Licensed Practical Nurse	7.00 AM - 3.00 PM	7:00 AM - 3:00 PM	7:00 AM - 5:00 PM	Laura Walters	103647	Registe
citemped Processing and	Colin Wu	Colin Wu	Calin Wu	Laura White	465798	Registe
	3:00 AM - 11:00 PM Sam Fong	3:00 AM - 11:00 PM Sam Fong		Lawrence Chen	213433	Registe
Certified Nursing Assistant	7:00 AM - 7:00 PM Blanca Paulsen	7:00 AM - 7:00 PM Blança Paulsen	7:00 AM - 7:00 PM Blanca Paulsen			
	7.00 PM - 7:00 AM Michelle Zhang					

Deliver an engaging frontline worker experience

Today's clinical workers are looking for flexible and predictable schedules. With Oracle Workforce Scheduling, you can let all types of workers, including full-time and contract workers, choose when and where they want to work and manage their schedules from any device with the same user experience.

With Oracle Workforce Scheduling, employees can

- Determine which shifts they want to work, pick up, release, or swap with a qualified coworker
- ☑ Reduce burnout by sharing their scheduling sentiment, preferences, and availability to inform and improve shift assignment
- Access everything they need to manage their schedules in one place with a consistent experience across all devices, including the Oracle Cloud HCM app

Work Schedule		Work Sc	
Registered Nurse unday, July 2, 2023	×	O Self-schedulin Claim shifts	ng is open
Claimed, but not yet assigned Assignment is subject to change until published.		July 2 to July 8	
Details Breaks		Sunday	July
Shift Time 7:00 AM - 7:00 PM		7:00 AM • Monday	Registered Nurse July
otal Duration 2 hours		7:00 AM •	Registered Nurse
		Tuesday	July
Department Cardiology		7:00 AM	Registered Nurse
		Wednesday	July
Withdraw		7:00 AM •	Registered Nurse

Prioritize your patients and people

Oracle Workforce Scheduling and Oracle Workforce Labor Optimization, part of Oracle Cloud HCM, bring you the full set of capabilities you need to create a strong clinical worker experience to improve employee satisfaction, reduce costs, and deliver high-quality patient care. Because Oracle Workforce Scheduling and Oracle Workforce Labor Optimization are part of a single cloud platform connected to EHR data, you can be confident that they're equipped to focus on and provide optimal patient services and outcomes with technology solutions that help cultivate the right skills and deliver a strong, strategyaligned employee experience.

> Learn more about Oracle Workforce Scheduling

Take a tour



Disclaimer: The preceding is intended to outline our general product direction. It is intended for information purposes only and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality and should not be relied upon in making purchasing decisions. The development, release, timing, and pricing of any features or functionality described for Oracle's products may change and remains at the sole discretion of Oracle Corporation.

Connect with us

Call +1.800.ORACLE1 or visit oracle.com. Outside North America, find your local office at: oracle.com/contact.

blogs.oracle.com

facebook.com/oracle

twitter.com/oracle

Copyright © 2023, Oracle and/or its affiliates. This document is provided for information purposes only, and the contents hereof are subject to change without notice. This document is not warranted to be error-free, nor subject to any other warranties or conditions, whether expressed orally or implied in law, including implied warranties and conditions of merchantability or fitness for a particular purpose. We specifically disclaim any liability with respect to this document, and no contractual obligations are formed either directly or indirectly by this document. This document may not be reproduced or transmitted in any form or by any means, electronic or mechanical, for any purpose, without our prior written permission.

Oracle, Java, and MySQL are registered trademarks of Oracle and/or its affiliates. Other names may be trademarks of their respective owners.

⁹ Oracle Workforce Scheduling for Healthcare / Version 1.0 Copyright © 2023, Oracle and/or its affiliates /