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ORACLE WORKFORCE SCHEDULING FOR HEALTHCARE

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.
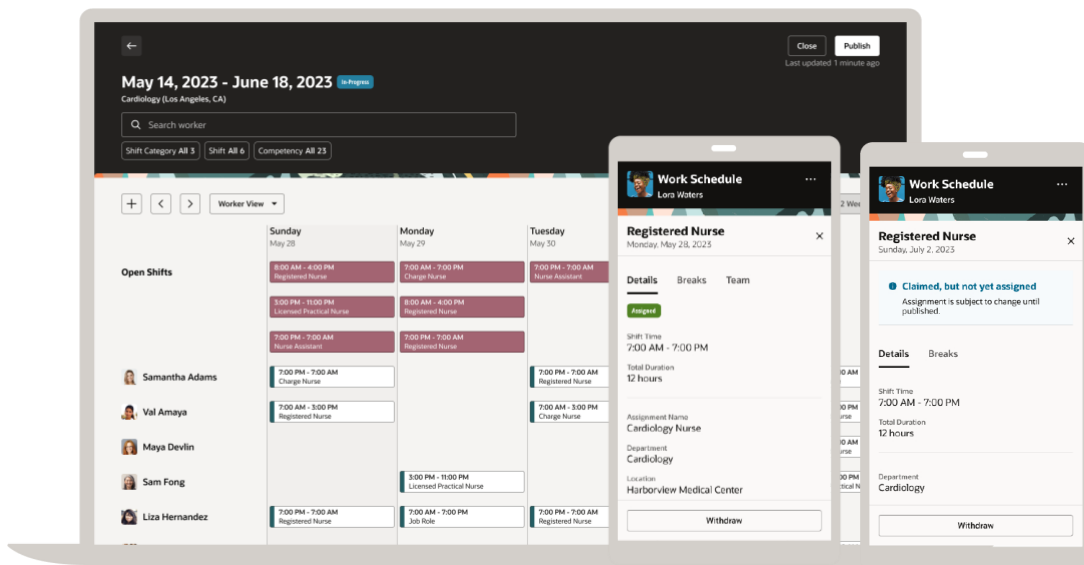
Challenges to meeting patient demand

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
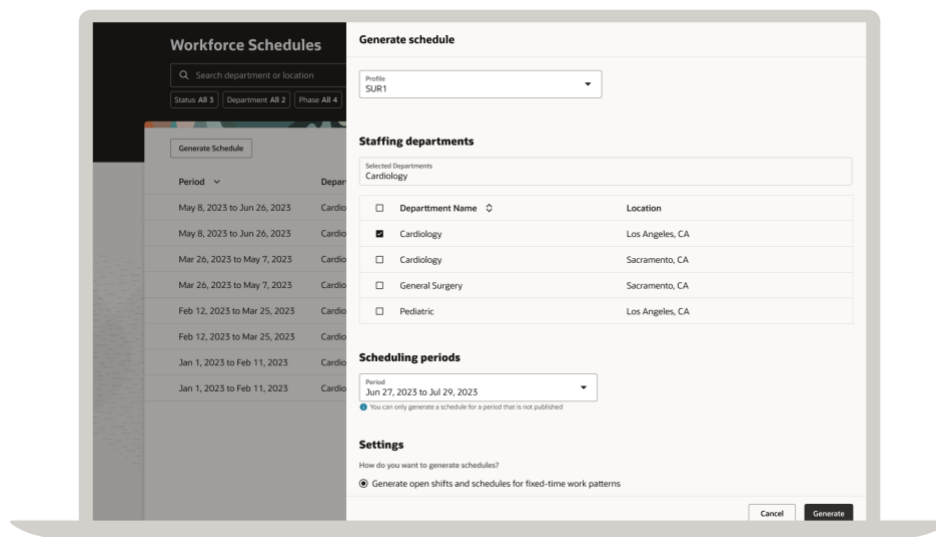# Oracle Workforce Scheduling and Oracle Workforce Labor Optimization

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
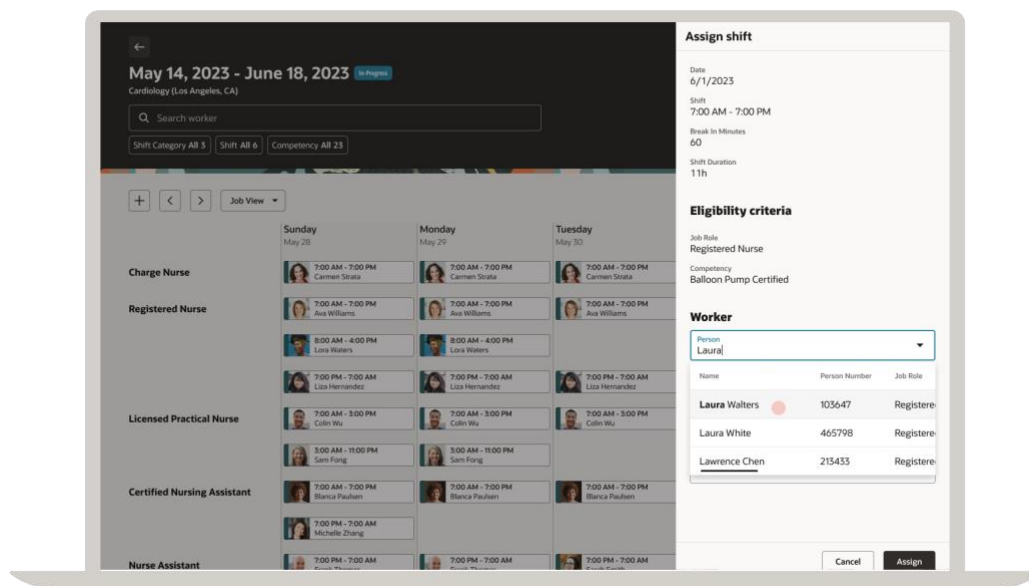
Schedule the right people with a couple clicks

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
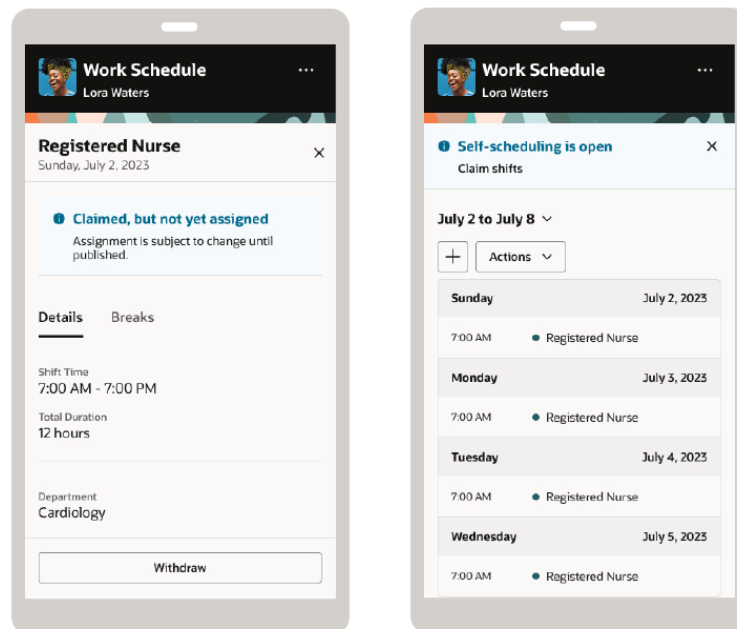
Deliver an engaging frontline worker experience

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

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, strategy-aligned employee experience.

Learn more about Oracle Workforce Scheduling

Take a tour

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