



Will out-of-control labor costs break your bank?

Labor is typically a healthcare organization's largest cost—and that cost continues to rise. It's time to move from an operational to a strategic workforce management system.

- Growth in labor costs is the single most important factor driving up the cost of hospital care, according to [The Cost of Caring by The American Hospital Association](#).
- Hiring and retaining clinical staff is becoming increasingly competitive. Millennials, [who are poised to be the majority of the workforce by 2025](#), prize being part of a good team, working on exciting projects, and using technology to solve problems.
- The move toward value-based payments means patients must be at the center of any successful workforce management program. 75% of providers currently participate in at least one value-based payment model.¹

Steps you can take now

- Retain employees and optimize patient care by ensuring scheduling programs are in place to match skills to patient acuity.
- Put the patient first by employing analytics that consider the needs of individual patients.
- Evaluate your workforce management program, not just your technology, to maximize ROI.

An analytics-based workforce management system maximizes labor productivity with a transparent view of needed care.

Properly managing labor is key to a hospital's survival. According to the American Hospital Association:

66%

of every dollar spent by hospitals goes to wages and benefits for qualified, trained nurses, physicians, caregivers, and other staff.

35%

is the current growth in the cost of labor for hospitals.

29%

of the overall growth in spending on hospital care between 2006 and 2010 is due to rising demand for care.



Labor costs typically consume over 50 percent of the total operating budget. The sheer size of that cost makes it imperative that healthcare organizations deploy their workforce effectively.”

[HIMSS Media, Transformative workforce management in healthcare: three key trends](#)

[For more information visit Infor Workforce Management >](#)

¹ Fred Pennic, “6 Most Common Value-Based Payment Models,” HIT Consultant, May 29, 2014.

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