

Enhancing financial performance and attracting and retaining talent is possible through an online shift bidding and scheduling system.



client case study

MyShiftPlus – Shift Bidding and Scheduling System

Background A regional health care system was experiencing significant annual overtime and agency expenses and was looking for ways to improve the flexibility of its shift scheduling.

Challenge Findley Davies partnered with this health care system to develop a new, more efficient way to manage the fulfillment of short-staffed shifts.

Findley Davies' Solution Findley Davies worked with this organization to develop and implement an online shift bidding system. This new system provided the following features for staffing managers:

- Post open shifts that can be viewed over the Internet by qualified staff
- Set skills and pay criteria for available shifts
- Create staff profiles
- Automated matching of qualified staff to open positions and shift requirements
- Configurable auction durations
- Automatic e-mail notification to employees of shift assignments, out bid notices, and new shifts added that meet user criteria
- View and print management reports, such as Utilization and Payroll Audit

In addition, features for employees included:

- Ability to view work opportunities over an intranet or the Internet 24 hours a day
- Individualized view of shifts the employee is qualified to work as well as the ability to view current and competitive bids
- Automatically track shifts the employee has bid on or has won
- Ability for users to retract bids and system automatically retracts overlapping bids
- Simple, user friendly interface that requires minimal or no training to use

Results Findley Davies delivered a cost-effective solution that significantly reduced the client's costs associated with contracting labor from third-party staffing agencies while achieving better staff-to-patient ratios. In turn, the online bidding system is helping the client attract and retain skilled workers who desire greater flexibility and control over their schedules.

About Findley Davies

Since 1969, Findley Davies has been working with companies who are interested in maximizing their HR effectiveness. The Firm specializes in helping clients attract and retain the best talent, enhance their financial performance, and structure solutions that drive and manage organizational change. Findley Davies prides itself in providing clients with tools and solutions to manage the challenges and changes clients face everyday; while helping clients maintain a competitive advantage in the marketplace. For more information, please visit our website at www.findleydavies.com or contact us at:

Charlotte

704.372.9331

Cleveland

216.875.1900

Columbus

614.458.1869

Greensboro

336.271.2009

Toledo

419.255.1360