

HMA Clearview Regional Medical Center  
Monroe, Georgia

Scheduling Solution for:  
570 Employees / 110,000 sq. ft. Facility



*HMA Clearview Regional Medical Center is new hospital including all private patient rooms, spacious surgical suites, a state-of-the-art ER, attractive labor and delivery rooms, a comprehensive orthopedics center and a Level III Trauma Center.*

## SCHEDULING CHALLENGE

A common challenge faced by rural health facilities is cost-effectively managing staffing levels to ensure adequate coverage for a fluctuating patient census. Due to their smaller bed size, small changes result in the need to quickly adjust staffing levels. Last minute needs are often filled by supplemental staffing agencies that charge a premium for labor services.

HMA Clearview recognized this was a key problem prior to selecting Schedule360™. Sharon Queen, CNO explains, “We have always used self-scheduling. We were dependent upon the nurse to put her time in, in a timely manner. It was very laborious trying to handle five different units with paper self-scheduling. We also staffed for about 75 percent of our beds, our average census, and we were supplementing that with a lot of agency use.”

## Schedule360™ Solution

### FEATURE 1 – Assignment Screen

The Schedule 360™ Assignment Screen addresses this issue by providing profiles that allow Clearview Regional Employees the ability to match to open positions within their respective qualifications across different departments. Example: An RN works her home unit of the ICU, but is clinically qualified to match to open positions in Med-Surg, after the preferential scheduling period has passed.

### FEATURE 2 – Web-based Solution

The Schedule 360™ web-based structure allows employees to see open shifts within their respective qualifications, online 24x7 and self-schedule into open shifts. Additionally, last-minute open positions can be dispatched by Management to all qualified and available employees eliminating the need for multiple phone calls to fill each shift.

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## Outcome

- Transparency of available shifts paired with the automation of the communication and scheduling process resulted in significant decrease in open shifts as well as shifts filled by supplemental agency labor.
- Increase in employee satisfaction due to the ability to have more control over their respective schedules.

*“Since the need for agency labor has dried up, now we take that money and put it towards incentives for our own employees,” said Sharon Queen, Clearview Regional CNO. To be more specific, Clearview Regional eliminated over \$40,000 per month in agency expenditures. “Our employees love it. As we secure our staff, we can look at how I can minimize the cost without compromising the care.”*



Web-based Schedule360™ offers the most configurable 24x7 scheduling application available and is designed to automate the labor management processes of employee scheduling. Contact us anytime to learn more how Schedule360™ can help your facility. Call 877.441.5251 or email [info@schedule360.com](mailto:info@schedule360.com).