

The Compass Clinical Consulting Approach to Labor Productivity

Our non-disruptive hospital labor productivity approach to healthcare cost management works at any hospital.

- R4 – Right Person, Right Role, Right Time, Right Place
- Appropriate staff levels for average patient volume
- Flex staffing to handle patient capacity fluctuations
- Commitment behind policies and procedures
- Intra-departmental throughput
- Inter-departmental cooperation
- Utilization of lean actions

Labor Cost Productivity Initiatives

- Use hospital departmental workload units that allow valid comparison to national benchmarks
- Adopt reasonable productivity targets that department managers embrace because they participate in the process
- Educate hospital managers on the use of tools and other identified areas of opportunity so they can meet their targets themselves
- Change inefficient processes (department and systemic) that have a negative impact on hospital productivity
- Assure adherence to established policies and procedures that affect hospital labor cost and hospital staff productivity

Consider Variables Unique to Your Organization

- Case mix of patients
- Degree of complexity of care required by patients
- Cross-training, job function and duties
- Types of treatments
- Technology used for patient care
- Expectations of other hospital departments, physicians and patients
- Departmental configuration
- Patient safety

Call Shawna O'Neill or Eric Dam about Hospital Labor Cost Productivity at (513) 241.0142.



We assist hospital leaders in achieving better clinical performance at lower cost by utilizing productivity processes and management tools that ensure sustainable gains, year after year – amounting to multiple millions of dollars that can be utilized to strengthen the entire organization. The infusion of accountability for hitting targets accelerates the implementation and overall change process that leads to immediate and long-term success.

Even if you do not have consulting dollars built into your current budget, the typical savings of at least 3% to 5% on payroll expense more than compensates for the consulting cost (an ROI minimum of 10:1).

What if You Already Have a “Productivity System”?

Compass Clinical Consulting can either develop a new productivity system or work with your current system to close the gaps in implementation, reaffirm targets in specific areas, and link labor cost management to the budgeting process. Our process provides the education, personalized coaching and skills development on the use of management tools to reduce anxiety, resistance and turmoil.

Compass Labor Cost Management Services

- Comparative data review and target setting
- Comprehensive, interviews, assessment and implementation plans
- Implementation and milestone reviews with project teams
- Final project report with key learnings
- Annual progress checkup

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