

LABOR MANAGEMENT

CONSULTING

*Balancing
quality
and cost
of care*



**SULLIVAN
LAKIER
GROUP**

Producing Results

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Labor is the single largest cost for a hospital, and the most controllable. The Sullivan Lakier Group provides Labor Management consulting services that enable you to provide the highest possible patient care at the lowest possible price - maximizing value for your patients. Our consultants bring decades of experience in helping hospitals to manage their labor costs. We perform expert assessments of the drivers of labor costs, identify areas for improvement, develop detailed corrective action plans and assist you in the implementation of those plans. We work hand in hand with your managers and administrative team each step of the way to ensure the process achieves the desired outcomes.

Additional Services >>

BENEFITS OF OUR LABOR MANAGEMENT CONSULTING SERVICES

We will work with you to develop and implement strategies that result in:

- Reduced labor costs
- Right sized work force
- Realistic staffing targets
- Improved staffing and scheduling practices
- Streamlined budgeting cycle
- Monitoring tools that provide timely, meaningful and accurate reports
- Reduced premium pay
- Increased employee satisfaction

OUR APPROACH

We utilize a four step process in our consulting which is tailored to the level of support you need. These four steps typically are as follows:

1. Evaluate your overall labor management area or specific areas identified and make recommendations for improvement
2. Develop an action plan to guide the improvement work for either your team or a combined hospital-consultant team
3. Provide project leadership or hands-on support for implementation as needed
4. Provide an operations dashboard and training that allows the organization to monitor progress and ensure the gains are maintained.



KEY AREAS

The areas of focus for a labor management assessment typically fall into the following categories:

- Strategic balancing of labor cost, service levels, and quality
- Hospital-wide and departmental labor targets
- Productivity improvement
- Right sizing core staff and position control
- Reduction of overtime and premium pay
- Over-utilization of agency staff and travelers
- Staffing policies and procedures
- Staff scheduling
- Daily staffing practices
- Labor budgeting practices
- Staffing monitoring tools
- On-call and call back utilization
- Float pool usage
- Cross-training
- Recruitment and retention
- Labor control education and training