ICRON | WFM
Workforce Management

Empower your nurse manager

Your workforce makes up to 60% of your operating costs. Are you managing it efficiently?

For nurse managers, balancing unique unit needs, handling unpredictable surges, ensuring compliance, and supporting staff well-being are critical yet challenging tasks. Symptoms of poor workforce management include higher labor costs, increased burnout, absenteeism, and turnover rates—all of which can compromise patient care.

ICRON WFM simplifies efficient shift scheduling in healthcare.

Designed with results-driven smart optimization and automation, ICRON WFM relieves nurse managers of the pain of manual scheduling and addresses the symptoms of inefficiency. By creating and managing accurate staff schedules automatically, ICRON WFM ensures:

Every shift is covered, every regulation is met, and every staff member is empowered.

RESULTS DRIVEN FEATURES FOR
OPTIMIZED WORKFORCE MANAGEMENT

Automated Scheduling: Automatically create optimal shift plans tailored to employee preferences, availability, and department needs, ensuring compliance and balanced staffing for every shift.

Dynamic Rule Management: Automate scheduling with customizable rules tailored to each department, role, and contract type. Set rules for rest periods, off days, consecutive workdays, work hours, break times, night shifts, and overtime to effortlessly ensure fair and balanced distribution, creating a healthier and more efficient work environment.

Real-Time Adjustments: Quickly adapt to changes in patient volume or absenteeism by recalibrating shifts automatically, maintaining service standards without overburdening your team.

Attendance Tracking: Monitor clock-in and clock-out times, and get alerts for schedule revisions in case of unexpected absenteeism.

Compliance & Fairness: Automatically align schedules with regulations and ensure fair workload distribution, minimizing legal risks and alleviating staff burnout.

Self-Service Mobile App: Empower staff to manage their schedules, request time off, and swap shifts through the app, enhancing engagement and reducing administrative strain.

Cost Optimization: Control labor expenses by minimizing unnecessary overtime and staffing efficiently.

Healthy, happy, and more productive: The ICRON WFM IMPACT

With ICRON WFM, you're not just managing shifts; you're revolutionizing your entire workforce strategy for better care, optimized costs, and a happier, more engaged team. Here's what that means for your organization:

KEY BENEFITS

- ✓ Smarter shift scheduling
- ✓ Lower labor costs
- ✓ Seamless 100% compliance
- ✓ Improved staff well-being
- ✓ Increased profitability
- ✓ Reduced administrative workload
- ✓ Operational excellence
- ✓ Minimized nurse burnout
- ♔ Consistent patient safety and high-quality care

How ICRON WFM Empowers Your Healthcare Team

Nurse Director
Monitor and Continuously Improve Service Levels

- Track key metrics like utilization, productivity, cost efficiency, service levels, overtime, and attendance across departments.
- Maintain regulatory and policy compliance and equitable staffing.
- Easily access and review shift schedules for all units.
- Optimize resource allocation:
  - Manage short-term transfers and staff sharing.
  - Adjust work locations and plan temporary staffing needs.

Nurse Manager
Optimize Staffing, Focus on Patient Care

- Set flexible and dynamic rules tailored to each unit's needs.
- Create, manage, and publish balanced shift schedules.
- Automate compliance checks and monitor rule violations seamlessly.
- Quickly adjust shifts for unexpected absenteeism or fluctuations in patient volume.
- Oversee and approve staff requests efficiently.
- Control overtime and overstaffing proactively, keeping labor costs in check.

Staff Nurses
Own Your Shifts

- Access shift schedules for yourself and your team members with ease.
- Communicate shift preferences, request time off, and swap shifts directly through the mobile app.
- Receive real-time notifications to stay informed of any schedule changes.
- Actively engage in a transparent scheduling process, and experience fair scheduling that supports well-being and helps prevent burnout.

Let's Work Together

	Basic	Professional	Enterprise
Scheduling			
Manual shift and break scheduling	✓	✓	✓
Absence management	✓	✓	✓
Compliance checking	✓	✓	✓
Auto schedule shifts and breaks		✓	✓
Manage overtime policies		✓	✓
Overtime equalization		✓	✓
Multi site shift scheduling			✓
Pool-resource management			✓
Build shift patterns			✓
Team scheduling			✓
Multi skill shift scheduling			✓
Time and Attendance			
Time sheet visibility	✓	✓	✓
Attendance policy compliance	✓	✓	✓
Export shift plan with attendance data		✓	✓
Workload Management			
Manual workload data management	✓	✓	✓
Create weekly patterns	✓	✓	✓
Event tracking		✓	✓
Auto generate workload data			✓
Task Management			
Manual task assignment	✓	✓	✓
Auto assign tasks		✓	✓
Multi-skill task assignment (qualification based)			✓