



StrataJazz® Productivity Reporting

Gain insights with root-cause analysis
into your labor expense drivers



Labor expense represents about 60% of a health system's total operating expense, so it's not surprising that more than half of chief operating officers (COOs) rate labor expense among their top concerns, according to a [recent survey](#) of finance leaders nationwide. At the same time, most respondents said they're only moderately confident their organizations can effectively predict and control labor costs.

Numerous factors contribute to this disconnect. In many cases, department managers are short staffed, requiring them to step in to provide more direct patient care. They also have to track performance across functional areas, pulling disparate data from various sources. They have limited time or resources to analyze productivity, identify variances, pinpoint root causes, and develop strategies to address those variances.

As a result, COOs said their annual budget is about 70% accurate in predicting labor costs. Asked to identify the optimal strategy for driving better labor expense outcomes, 63% of respondents cited productivity reporting.

StrataJazz® Productivity Reporting provides frontline leaders with access to a single source of truth for more effective performance management. It allows them to gain a more comprehensive understanding of how their departments are performing relative to both labor targets and internal and external benchmarks.

Quickly pinpoint root causes of productivity variances

Productivity Reporting gives organizations insights into the metrics that drive the largest impacts and empowers front-line users to manage their areas more effectively. The solution offers visibility into summarized monthly, biweekly, and daily performance at a glance, organized by total responsibility or outstanding commentary needs.

Productivity Reporting allows nurses to quickly access the most relevant key performance indicators (KPIs), so they can efficiently identify variances and where to take action. Its investigation-focused user interface facilitates root-cause analysis to help leaders understand which factors are contributing to variances. This knowledge, combined with strong processes and decision-making governance, can help organizations enhance productivity, lower labor overtime, and reduce agency expense.

Gain context for productivity benchmarks with external comparisons

Strata's Comparative Analytics integrates external productivity targets from more than 1,600 hospitals and health systems nationwide to show how your organization compares to its peers. Users can view productive hours per unit of service from Comparative Analytics in Productivity Reporting. This enables a highly integrated and automated user experience that helps health systems better manage labor using trusted and accurate data. It provides one place for managers to go to understand and manage the drivers of labor expense.

Overview of benefits

- Access daily or biweekly department-level trends and metrics to investigate issues related to hours and volumes, and document nuances throughout the period.
- Drive KPI-specific commentary using defined thresholds, ensuring that commentary is only required when a variance is significant enough to scrutinize further.
- Summarize performance over six periods against formal targets and benchmarks to drive discussions and analysis.
- Drill into job code, pay code group, and employee level float detail to better understand staffing variances.

Functionality & features

- An intuitive user experience helps department managers get to the root cause of important problems.
- A structured accountability process encompasses both pay period-based productivity and monthly financial accountability.
- Configurable thresholds for all metrics pinpoint issues worth investigating by your leaders.
- Charge-based departmental statistics offer insights into charge detail to drive further analysis.
- Configurable metrics alongside standard metrics match organizational policy and support tracking performance against the KPIs that are most important to your organization.

Trust Strata to help

Strata's Performance Improvement Advisory Services team members bring decades of experience in operational and financial performance improvement. To assist with your implementation, they will evaluate your organizational change readiness and partner with you to establish consistent and agreed-upon definitions for productivity metrics and targets.

The Strata team will lead design working sessions in advance of your implementation to define the workflows, processes, tools, and roles/responsibilities for effective financial performance management. Our advisors will help you make critical design decisions, including identifying your preferred target-setting approach, a monthly process for engaging non-finance leaders in gathering variance commentary, and the biweekly process for reviewing labor productivity. The Advisory Services team will also facilitate change management processes — such as communication plans and training strategies — to ensure alignment between governance and stakeholders.

For more information about Productivity Reporting, visit our [website](#) or contact [Strata](#).

