

FICTIONAL HEALTHCARE SCENARIO

# MEDICAL ROSTER OPTIMISATION IN LARGE REGIONAL HOSPITAL

**Customer:** Large regional hospital in Eastern Europe.

**Size:** 3800 medical staff + 350 auxiliary staff.



## PROBLEM

Nurses and doctors shortage.

Doctors were being called to work 3-4 nights in a row during busy periods, stretching their fatigue limits. Nurses were working an average of 12 overtime shifts per month. This was putting a strain on staff and leading to burnout and high turnover rates.

Variations in shift patterns were leading to multiple handovers and an inability to roster effectively.



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Leading to burnout


 SOLUTION

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## SOLUTION

The hospital implemented the SkyRoster Rostering Automation platform to better manage staff schedules and reduce overtime.

Prior to implementing the platform, nurses were working an average of 12 overtime shifts per month. After implementing the platform, this was reduced to an average of 8 overtime shifts per month, a reduction of 33%.

Additionally, the platform enforced a rule that doctors could only work two consecutive nights at a time. This helped to reduce fatigue and improve staff satisfaction.

The system has resulted in a lower requirement for temporary staff, reduced absence, better management of leaves, and reduced admin for other departments.

The reduction in overtime resulted in a cost savings of ~43.000 EUR per month for the hospital.

Overall, the hospital saw significant improvements in staff satisfaction and retention rates as a direct result of shift rostering automation.

The system also enables the sharing of best practices and greater transparency and financial controls for ward managers.



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