

Is Overtime Exhausting Your Healthcare Budget?

If so, you're not alone.

Labor costs consume most of a healthcare organization's operating budget, and the ongoing talent shortage is complicating matters. To provide the highest quality of patient care, organizations must maintain sufficient staffing levels, but they also need to attract and retain top talent with higher salaries.



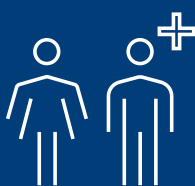
Labor costs account for **60%** of hospital expenses¹



Hospital labor costs jumped by more than **\$42.5 billion** between 2021 and 2023¹

The bottom line:

Layoffs, salary freezes, and other traditional labor cost-reduction methods likely won't cut it.



To meet demand through 2032, the healthcare workforce must increase by about 15%²

Are savings hiding in plain sight?

Overtime is one of — if not the — biggest budget buster for most healthcare organizations, and decreasing it is often the quickest, most effective way to drive down labor costs.

But that's only doable if you have real-time scheduling visibility like you get with [Inovalon Schedule Management](#), a cloud-based shift management software solution accessible from any device.



Stop guessing, start acting

Next Shift	Scheduled for	Job Type	Total Hrs	Hrs in OT
12/14/2024	Nett, C.	LPN	48.0	8.0
TODAY	Case, J.	CNA	56.0	16.0
TODAY	Rhodes, D.	LPN	56.0	16.0
12/25/2024	Paviza, S.	RN	42.0	2.0

Step 1

Instantly identify staff nearing overtime.

Department	Job Type	Start Time	End Time	Hours
Nursing	CNA	12/23/2024 15:00	12/23/2024 23:30	8
Nursing	Activities Aide	12/24/2024 07:00	12/24/2024 15:30	8
Nursing	CNA	12/24/2024 15:00	12/24/2024 23:30	8
Nursing	CNA	12/25/2024 15:00	12/25/2024 23:30	8
Nursing	Activities Aide	12/26/2024 07:00	12/26/2024 15:30	8
Nursing	CNA	12/26/2024 15:00	12/26/2024 23:30	8
Nursing	CNA	12/27/2024 15:00	12/27/2024 23:30	8
Total scheduled hours:				56

Step 2

Review which shifts will trigger overtime costs.

Name	Job Type	Employee Status	Home Phone	Cell Phone	Primary Email	Wage	Past 24 Hrs	Next 24 Hrs	Hrs this week
Canton, Faith	CNA	FT	311-555-5555	Faithcantonona@gmail.com		\$22.00			50
Smith, Gil	CNA	GS1	999-555-5555	Gsmithona@gmail.com		\$0.00			48
Sun, Savannah	CNA	PT24	888-111-5555	Savannahsunona@gmail.com		\$20.00			44

Step 3

Quickly find and schedule replacements who are under 40 hours.

Identify overtime issues with powerful reporting

See how much overtime is costing you by location or region, and forecast expenses for the next month with the Overtime Dollars report.

Take control of your labor expenses

With Inovalon Schedule Management as your sidekick, you can prevent staff overtime, better manage staff-to-patient ratios, and vanquish scheduling inefficiencies for good.

Speak With an Expert

Inovalon and design® and Inovalon® are trademarks of Inovalon, Inc.

- "America's Hospitals and Health Systems Continue to Face Escalating Operational Costs and Economic Pressures as They Care for Patients and Communities," American Hospital Association, May 2024, <https://www.aha.org/costsofcaring>
- "Reports on healthcare labor trends indicate an improved outlook for hospitals," Healthcare Financial Management Association, September 21, 2024, <https://www.hfma.org/operations-management/reports-on-healthcare-labor-trends-indicate-an-improved-outlook-for-hospitals/>