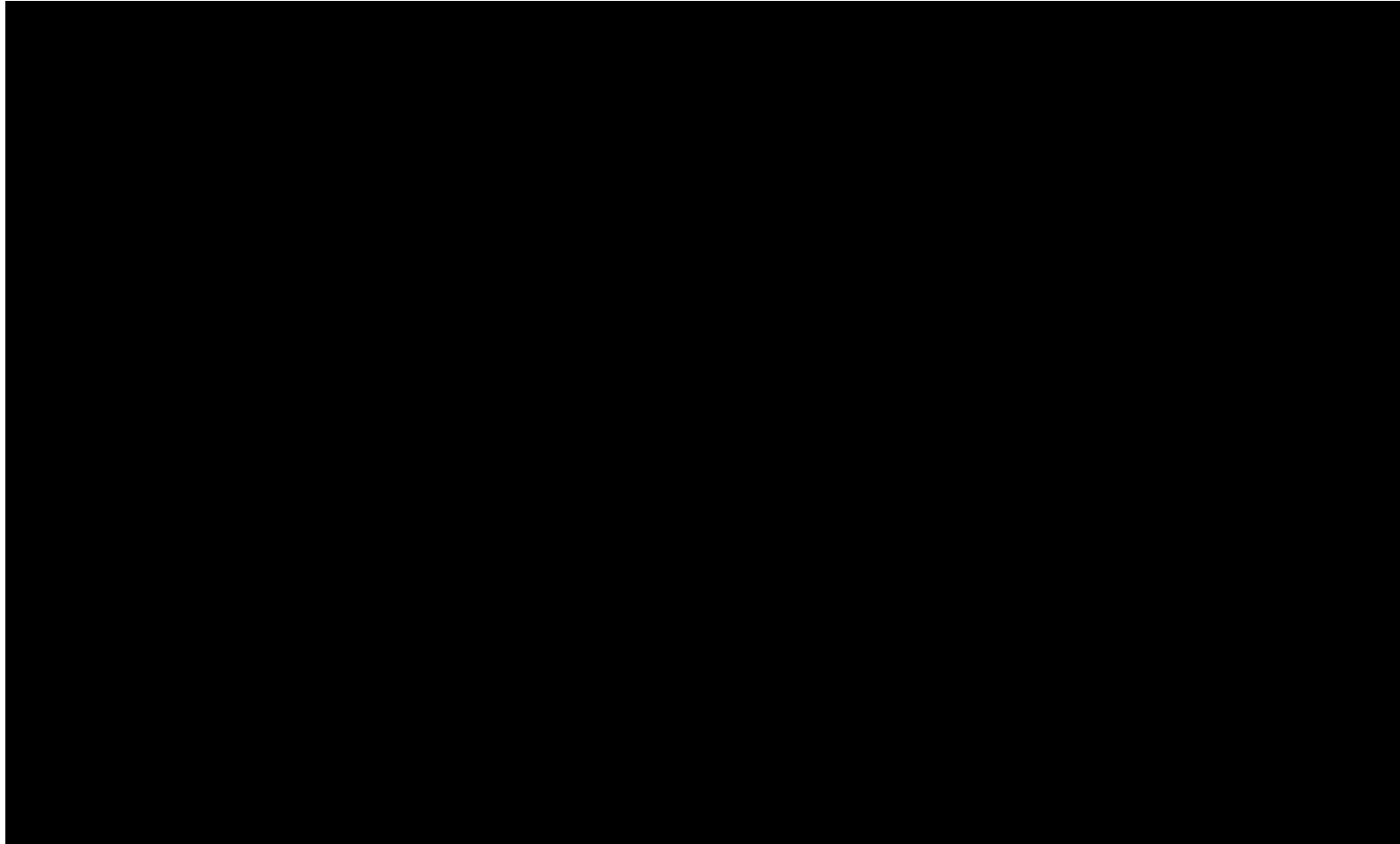




## Integrated Human Resource Management Systems

*Is this a Smart or Stupid Move?*

# Setting the scene



# The HR System Cats!

- **ACHS Accreditation**
- **Clinical Competency**
- **College And Professional Board Requirements**
- **Databases (multiple)**
- **Disciplinary Process**
- **Employee Appraisal**
- **Employee Relations**
- **Finance Reporting**
- **Grievance Process**
- **Build Access**
- **Clinical Systems**
- **Communication**
- **DHS Reporting Requirements**
- **E-Prescribing**
- **Employee Assistance Programs**
- **Enterprise Bargaining Agreements**
- **General Practitioners**
- **Human Resources**

# More Cats!

- **IT Access**
- **Legal Requirements**
- **Management Reporting**
- **Organisational Structure**
- **Performance Management**
- **Position & Staffing Level Management**
- **Public Accountability**
- **Qualifications**
- **Leave Management**
- **Licences / Registration**
- **Occupational Health & Safety**
- **Part-time & Casual Staff**
- **Photo Identification Badges**
- **Professional Registrations**
- **Public Information And Access**
- **Radiology**

## Still MORE

- **Record Access**
- **Remuneration (Salary Wages Payroll)**
- **Retention**
- **Riskman**
- **Salary Packaging**
- **Skill Set Management**
- **Staff Details**
- **Staff Immunisation & Screening Records**
- **Staff Supervision**
- **Recruitment**
- **Reporting Systems**
- **Risk Management**
- **Rostering**
- **Security Systems**
- **Staff Counselling**
- **Staff Health Data**
- **Staff Orientation And Induction**
- **Staff Support Preceptor/Mentorship**

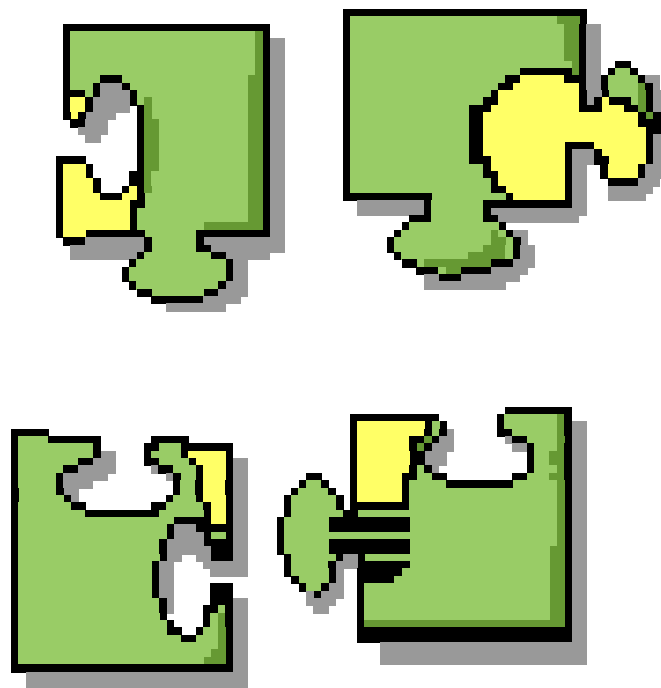
# The Final Strays!

- **Strategic Decision Support**
- **Superannuation**
- **Timeliness**
- **Training Records**
- **Volunteers**
- **Workcover**
- **Succession Planning**
- **Time Keeping**
- **Training Courses**
- **University Training Requirements**
- **Work Force Development**
- **Workloads**

**(this is not a definitive list)**



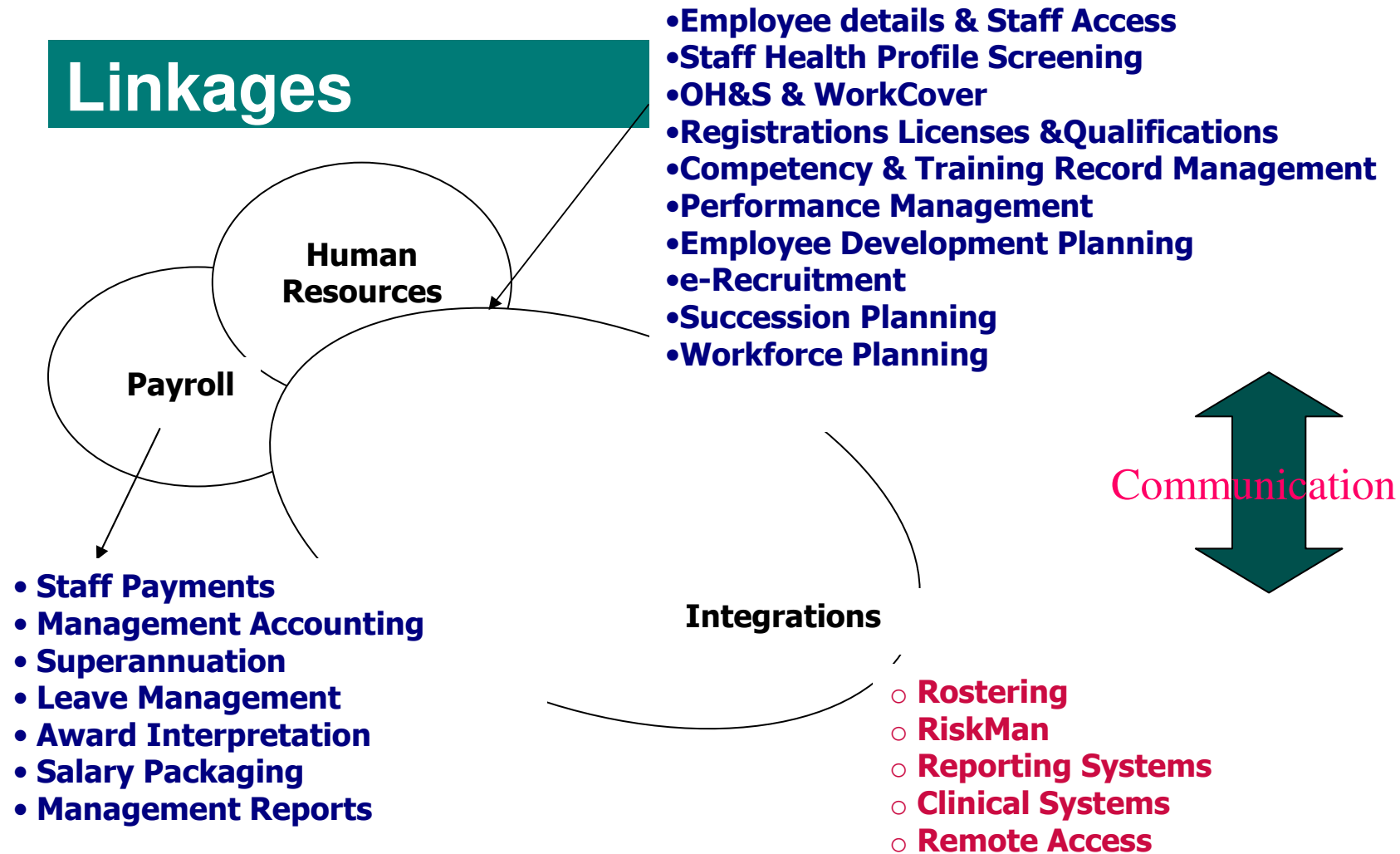
# The Puzzle!



# Functional Groups

- HR Functions
- Payroll Functions
- Security & Access
- Data Management And Reporting
- Risk Management Governance
- Public Accountability
- Integration with Other Systems

# Linkages



# HR Functions

- Employee Details
- Professional Registrations
- Licences
- Employee Self Service
- Organisational Structure-
- Disciplinary & Grievance Processes
- Data Management
- Recruitment & Appointments
- Performance Development Planning
- Workforce Planning
- Succession Planning
- Education & Qualification Records
- Training Records
  - Competency Assessment
- Access Requests



# Key Strategy

- Linkages
- Integration
- Interfaces
- Longer term strategic direction
- Open Systems
- Clear Platform

# Broad Groupings

## Clinical Systems

- *Patient Registration*
- *Clinical*
- *Theatre Management*
- *Pharmacy*
- *Emergency*
- *Diagnostic Services*

## Management & Support Systems

- *Reporting*
- *Finance*
- *Human Resources*
  - *Access Profiles*
  - *Skills/Competencies*
- *Rostering*

## IT Infra-structure



# Links

## Clinical Systems

- *Patient Registration*
- *Clinical*
- *Theatre Management*
- *Pharmacy*
- *Emergency*
- *Diagnostic Services*

## Management & Support Systems

- *Reporting*
- *Finance*
- *Human Resources*
- *Access Profiles*
- *Skills/Competencies*
- *Rostering (time factors)*

IT Infra-structure



Austin Health

# How does it work? - Clinical Application

Clinical process Staff data input

- Falls assessments
- Activity of Daily living
- Access to relevant Modules
  - E-Prescribing
- IT Security
  - Access

# How does it work? - Staff Application

- Training
  - Skills
  - Competency Management
- Professional Development Planning
- Position Management & Succession Planning
- Appointments and Credentialing

# Rostering Integration

- Rosters
  - Skills
  - Competency
- Leave Management
- Time In Attendance
- Positions / Supervision / Staff mix
- Appropriate System Access

# Outputs

- Improved Staff Programs
- Communication
- Patient Care
- Governance
- Risk Management

# Advantages

- Cost Reduction
  - Interfaces
  - System Support
  - Data and Record Management
  - Staff time
- Improved IT Security
- Process Automation
- Cultural Shifts

# Disadvantages

- Integration
- Access - System Failures
- Cost
- Increased dependency on system
- Reduced flexibility in approach
- Cultural shifts
- Process flows

# Cost Benefit Analysis

- Centralised repository (one stop Shop)
- Data Mining
- Information Flow
- Timeliness

# Some direct implications

- Staff shortages
  - clinical requirements
  - changing staff levels and groupings
- Registration Bodies and Legislation
- College Training Programs
- OH&S - WorkCover Riskman Staff Management
  - Victorian Taskforce on Violence in Nursing
- Key Strategic Business Data
- ACHS Accreditation Requirements

# So what way should we go?

