

HUMAN RESOURCES

BENEFITS & PAY PRACTICE

Business
Intelligence
and Clinical
Excellence



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Sullivan Lakier Group*

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In this dynamic and rapidly changing healthcare environment, your workforce is one of your most valuable assets, and one of your biggest expenses. A healthy Human Resource function supports high quality and high patient satisfaction scores, which ultimately leads to the increased financial value of an organization. The Human Resource solutions provided by Novia Strategies' consultants focus on the overall cost per employee FTE versus the number of FTEs. We position organizations for long-term success through:

- Alignment of HR policies, programs, and practices to overall organizational strategic plan
- Development of workforce management solutions to meet the changing environment
- Maximization of the value proposition as an employer

Our Human Resource experts will carefully review your total compensation management philosophy and offer recommendations for improvement. Our solutions are developed to be consistent with your commitment to the workforce, while leveraging its value, in order to sustain a competitive position in the marketplace. Organizational opportunities will be discreetly categorized and quantified to minimize employee impact. Our consultants will provide communication strategies and recommendations for implementation to ensure substantive results as your organization moves toward a more productive and cost-efficient workforce.

Additional Services >>

BENEFITS OF OUR HR CONSULTING SERVICES

We will work with you to develop and implement strategies and tools that include:

- Premium labor management
- Effective compensation/pay practices
- Agency management
- Integrated leave management
- Regulatory compliance reviews
- Benefit administration/contract management
- Health plan cost reduction/containment strategies
- Domestic utilization and care coordination opportunities
- Retirement plan cost reduction strategies

OUR APPROACH

Our experts have a track record of delivering on cost reduction initiatives, while improving the value proposition to the workforce and maintaining alignment with local marketplace practices

- Our services are 100% Health-care Provider focused - independent from any third party
- We use a collaborative approach to developing customized solutions and comprehensive implementation strategies
- Our cross functional team approach ensures “buy in” and develops a culture of change
- Our methodology is strictly evidence based
- Our results are sustainable



Practice Offerings

Premium Labor Management:

- Compensation/pay practice audits
 - Due to its dynamic nature, compensation management can quickly become misaligned with an organization’s overall compensation and benefits philosophy
 - Our focus is on systemically analyzing all pay practices, gaining an understanding of their impact on total compensation and reducing an organization’s reliance on premium pay practices that may not be the most effective use of the organization’s resources
- Agency Management
 - The use of outside supplemental staff can be a valuable resource if properly managed
 - Our focus is on developing a structure to reduce unnecessary use and ensure competitive rates when its necessary to use outside staff.

Health and Welfare Benefit Plan Administration and Design:

- The ongoing challenge of managing rising health care cost has resulted in increased need for balance between cost containment and the attraction and retention of workforce talent
- Novia assists our clients in proactively managing the escalating cost of employee benefits by identifying cost saving opportunities that are unique to the healthcare industry, including 340(b) Employee Pharmacy programs, domestic utilization, and care coordination opportunities
- We will also conduct a thorough review of employee benefit contracts, focusing on identifying contract management and best pricing options

Workforce Management:

- Unscheduled absences and disability leave
 - Whether occupational or non-occupational, paid or unpaid, these absences influence the cohesiveness of the work-unit and impact patient care
 - Understanding the scope and its effect, and developing long-term integrated solutions will result in the most effective use of financial resources while ensuring maintenance of appropriate staffing levels
- Recruiting, Retention, and Professional Development
 - Turnover is costly. Analyzing the employee life cycle and identifying weaknesses which contribute to initial mismatches of candidates and other costly trends is the first step in reducing turnover and the associated cost