The Value of a Data-driven Approach to Staffing

The changing landscape of healthcare has introduced many challenges for healthcare organizations. Current policies are directly impacting both nursing and finance. The emphasis on value-based care with incentive to deliver quality of care while containing cost requires the need to examine current workforce practices. Staffing models that consider multiple factors that impact nursing such as patient care need, staff workload, unit flow and skill level provide the data to make effective staffing decisions. By implementing an integrated, acuity-based staffing solution your organization can take a data-driven approach to staffing and scheduling resulting in improved delivery of patient care and cost savings.

An evidence-based solution

The API Healthcare Patient Classification Solution is built on over 15 years of practice, literature review, client validation and reliability research.

Our solution automates staffing decisions with consideration to multiple data points such as complexities of individual care needs, patient flow of the unit, staff workload and the skill and availability of the workforce while addressing fluctuations.

The tools within the solution provide the ability to make staffing decisions for the current coverage period as well as to project staffing needs for the upcoming shift based on multiple, dynamic pieces of data.
Data-driven outcomes

- Help improve patient care quality. Improve patient outcomes and satisfaction through staffing to address comprehensive patient needs
- Help increase employee engagement. Increase employee engagement and retention through transparency in staffing decisions and equitable assignments
- Reduce labor costs. Contain costs with staffing efficiencies for current and future shifts

Bridging clinical data to staffing and scheduling

The API Healthcare Patient Classification Solution interfaces with your Electronic Health Record (EHR) through a Clinical Information Interface (CII). This seamless and continuous interface sends data from three sources within the EHR to provide a comprehensive picture of patient care needs. The solution leverages your EHR and applies intelligence to the data to make staffing decisions based on real-time patient care needs. Through this interface, clinical documentation drives staffing assignments without data duplication while providing transparency.

The API Healthcare Patient Classification Solution interfaces with ADT, for ongoing visibility to patient flow of the unit. Through this interface, visibility to actual, pending and expected admissions and the associated workload is automated to make informed staffing decisions to best serve patients as they move through the unit for both the current and upcoming shift.

Through integration with API Healthcare’s Staffing and Scheduling Solution, data is seamlessly updated between the two solutions for staffing decisions used in the current and upcoming shift. The staffing required, driven by real-time acuity, is sent to API Healthcare’s Staffing and Scheduling Solution to project for the upcoming shift resulting in cost effective decisions based on available staff. For the current shift, data is shared every four hours to facilitate collaboration between nurse managers and the central staffing office to optimize staffing decisions. Through the integration with API Healthcare’s Staffing and Scheduling Solution and the Clinical Information Interface to the EHR, clinical data is applied to staffing decisions to help deliver quality patient care in a dynamic environment.

“High-quality patient care is at the heart of every health system. Providing that care requires effective staffing that delivers excellence in clinical and financial outcomes. In the past, staffing has been a complex process that has been driven largely by opinion rather than data. We have an intelligent, integrated system that can move us from opinion-based staffing to staffing that is based on data, evidence and analytics. That data-driven technology allows us to deliver better outcomes for your patients, your staff and your organization.”

Karlene Kerfoot, PhD, RN, NEA-BC, FAAN
Chief Nursing Officer, API Healthcare

Request a demo
To learn how API Healthcare’s Patient Classification Solution can help your organization develop a data-driven workforce management approach, please contact us at (262) 670-2828.