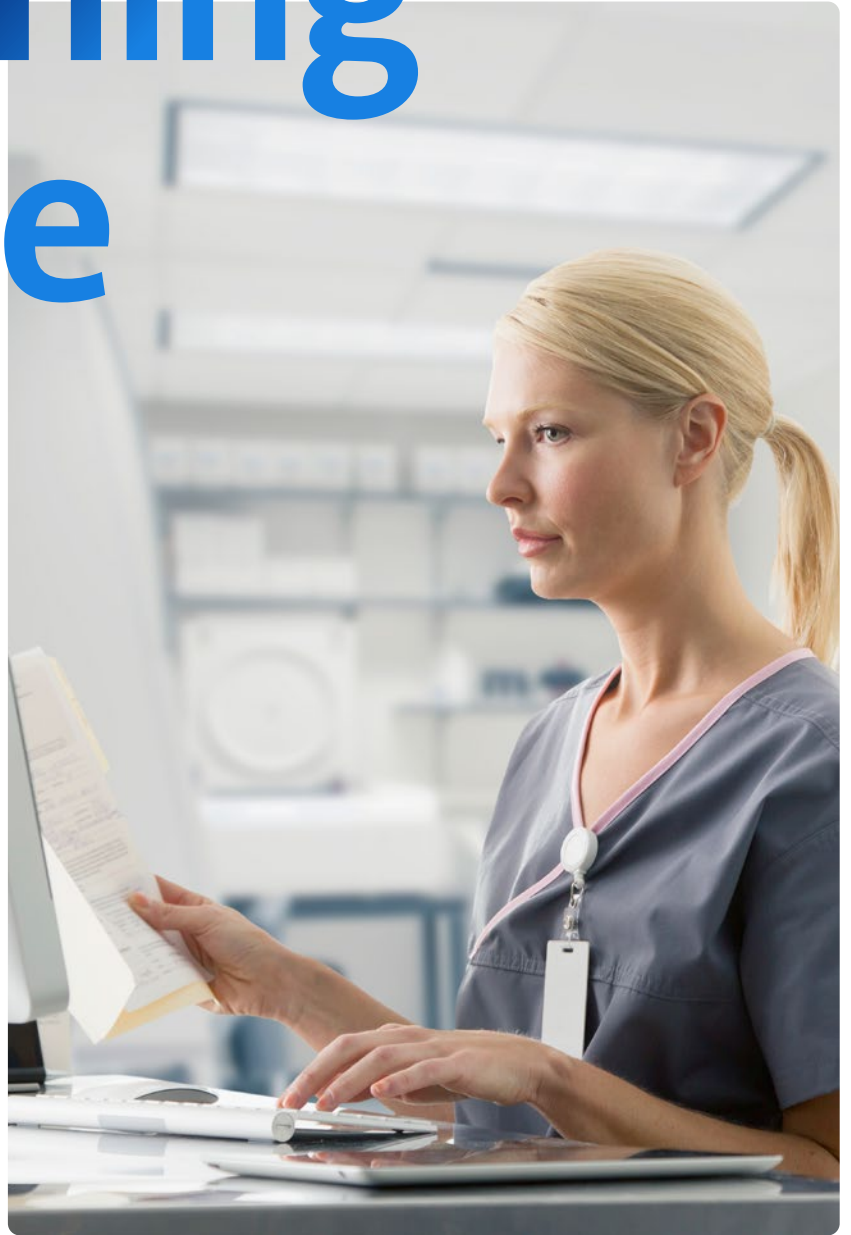




# Personnel planning made easy

Swisio, the comprehensive software solution for advanced personnel planning and time management, is now also available in Switzerland.



swisscom



## Background in hospitals and long-term care

The shortage of skilled workers in the healthcare system poses immense challenges for hospitals and long-term care facilities. Overworked teams, employee absences and the difficulty of retaining qualified staff are all part of everyday life in the sector. To support healthcare organisations, Swisscom is now working closely with Swisio to offer a solution for efficient personnel planning and management.

## Complete software solution for creating duty rosters

The key modules included in the solution

- **Rostering:** the rostering module is a basic module at the core of Swisio; additional modules can be added to it. The rostering module is used to create duty rosters, which can prevent understaffing and overstaffing. Dashboards and staffing patterns provide an overview of everything that has been created in the planning process, allowing managers to retain control over duty rostering.
- **Employee self-service (ESS):** the ESS module gives all employees access to their duty rosters and team schedules via their personal smartphone or a browser. Employees can enter individual requests, swap shifts and apply for leave, and can also enter their current working hours log.
- **Self-planning:** with the self-planning module, planning staff help employees to create their own duty roster in three simple steps. Swisio checks the Swiss Working Hours Act, the rules set out in collective agreements, the target level of staffing and the balance of hours.
- **Capacity planning:** how much work would you like? And how many hours are available? The capacity planning module helps to harmonise supply and demand. Employees can create gross-net calculations, compare cost budgets and keep an overview of the various planned scenarios.
- **Holiday planning:** employees submit their annual leave requests, giving planning staff a good overview and allowing them to make adjustments.
- **Automatic duty rostering:** Swisio creates a proposed duty roster based on defined general conditions. The tool ensures that staffing requirements are met as best as possible.
- **Analyses:** thanks to the availability of data from Swisio in the organisation-wide reporting environment, analyses and reports can be created at will.

## A few technical aspects

On the technical side, Swisio is provided as a software as-a-service (SaaS). The cloud architecture offers maximum flexibility and adapts to the growing needs of the customer. It can be seamlessly integrated into existing systems (such as existing HR and time recording systems), whether through standard interfaces or open REST APIs, significantly reducing the workload for the IT department. The solution does not require any elaborate local infrastructure or extensive maintenance, as updates and security measures are managed centrally. Swisio meets high security standards and

ensures that its processes comply with data-protection regulations. It supports planning with automated rules that ensure compliance with all legal requirements and working time regulations. This creates transparency and trust, both within the team and among managers in the nursing and HR departments. Swisio's cutting edge, flexible architecture ensures that future innovations and enhancements can be developed and implemented quickly and easily.

## The key benefits of the application at a glance

- **Self-sufficient team planning:** employees can organise team planning independently. The transparent presentation of staffing problems enables team members to act independently and resolve understaffing or overstaffing in shifts themselves. Employees have the option of swapping shifts flexibly and can support each other without the manager having to intervene directly. This collaborative approach promotes teamwork and reduces conflicts, as employees are actively involved in finding solutions.
- **Minimum effort for managers:** once the team has created a proposed duty roster, all the manager has to do is tweak it and approve it. This reduces the planning effort for managers by more than 50% and frees them up for strategic tasks.
- **Greater satisfaction and fewer absences:** employees have the option to include their preferences in the duty roster, which leads to higher staff satisfaction. Flexible planning reduces stress and overworking, which in turn leads to fewer absences due to illness.

## About Swisio

Swisio GmbH is a leading provider of cloud-based workforce management solutions, developed specifically for the healthcare sector. Its mission is to revolutionise personnel planning in hospitals and care facilities by putting people at the centre. With over 20 years of experience in developing and implementing innovative software solutions, Swisio helps customers make their planning processes more efficient and more flexible.

Swisio combines cutting-edge technology with sound industry expertise. Since it was founded in 2001, Swisio has assisted more than 200 customers and provided solutions to more than 200,000 users in Germany and the Netherlands. The software enables hospitals to accurately predict staffing requirements, automatically create duty rosters and effortlessly comply with legal requirements.

By working closely with its customers and thanks to continuous further development, Swisio is able to offer tailor-made solutions that meet the individual requirements of each healthcare institution. Swisio consistently relies on the cloud to ensure maximum scalability and efficiency, and offers interfaces to all common HIS, HR and billing systems.

Swisio's many years of experience and focus on people-centred planning make it a trustworthy partner that not only boosts efficiency, but also contributes to employee satisfaction.

## Why Swisscom is the right health partner for you

Swisscom's Enterprise Customers operating division is the largest integrated ICT provider for corporate customers in Switzerland. Thanks to dozens of industry specialists and with many years of healthcare market knowledge and methodological expertise, Swisscom

has extensive industry expertise in the Swiss healthcare system. Swisscom provides sales, project and integration services for Swisio in the Swiss market, as well as first-level and second-level support for the solution.