

Whittier Health Network

Whittier Health Network provides the highest quality of acute rehabilitative care in the nation. This family owned healthcare organization implements a vision of a healthcare delivery system that incorporates traditional family values in everyday practices. At Whittier, every patient is treated with dignity, respect and caring. Whittier provides comprehensive services of the highest caliber to thousands of patients on a daily basis while meeting their individualized needs with sensitivity and compassion.

Keeping Track 24x7

Whittier Health Network is comprised of two rehabilitation hospitals and six nursing homes throughout Massachusetts. With multiple facilities and the 1,600 workers required to support the operation 24 by 7, getting their payroll data ready was time-consuming and frustrating. Initially, keeping payroll time for Whittier



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employees was a manual process where workers would punch in and out at time clocks using paper time cards. Each week, the department directors would be responsible for adding up the hours on each card and payroll clerks would enter the information into the payroll system.

“With the growth in our facilities, we knew that we could not continue to manage this process by hand,” said Alex DeNucci, Chief Financial Officer of Whittier Health Network. “The process was long and tedious and we needed a better way. Being a family owned business, we knew we needed a product that delivered the best value. We evaluated a couple of the big players, like Kronos, but we also evaluated ADI Time.”

Businesses like Whittier Health Network that employ workers in multiple shifts 24 hours a day, experience complexities in time and attendance that businesses with only one shift do not necessarily face. When businesses run multiple shifts, there are many different pay rules that come into play that can make calculating an employee’s payroll difficult, inconsistent and error prone.

“Facilities like ours run on a 24 hour schedule. With the constant coverage, we have complexities built into our pay rules that other businesses that operate on a single shift do not have to deal with. ADI Time handles these shift differential rules brilliantly,” shared Alex. “One major benefit to us is being able to apply our pay rules

consistently. During implementation and rollout, we actually discovered that different facilities were applying our pay rules slightly differently. Now HR is confident that all employees are being paid consistently and fairly.”

Whittier Health Network selected ADI Time even though at the time it did not support their specific payroll system. “ADI Time had the best value for its price. Once we had the system, however, we realized that ADI Time had everything the others had and were very surprised at how much we could do with the system,” said Alex. “ADI Time integrated with our payroll system with little problem. We started with the client/server version on Microsoft Access and moved to the Microsoft SQL version as we grew. We now employ the Web version for the corporate office to track work and vacation time. We’ve expanded our use of ADI Time throughout all of our facilities.”

The Cure for All that Ails You

There are many benefits to using ADI Time. First, it is simple to use. The department heads can access the system directly without much intervention. Second, ADI Time has an extensive reporting tool that provides a lot of data that can be put to good use. Whittier Health Network now has the information to compare the

budgeted hours with the actual hours worked in a timelier manner. They can also see how many RN's worked on each unit of each facility and the information on payroll is available through reports that can be reviewed in a much shorter period of time.

Another benefit is being able to track workers that need to work shifts in different facilities. Since the product is used across all eight facilities, they are able to track personnel that work in different locations to ensure they can account for those hours in the appropriate department and/or facility.

"Using ADI Time has automated our entire payroll process and made us much more efficient," explained Alex. "From punch to payroll, the product works as advertised. Our payroll process is less time-consuming than it was in the past and available data helps us better understand our business and control costs."

The time reduction achieved with ADI Time for payroll processing enabled Whittier Health Network to redirect people's time and have them focus on other tasks. Now staff can concentrate less on manual time cards and more on direct patient care.

Increasing Efficiency for the Future

One of the areas that Whittier Health is looking at using ADI Time is for handling agency personnel. Occasionally, they need to use a temporary agency to provide additional resources based on the needs at that time, such as vacation coverage or handling a temporary surge in patient census. Using ADI Time to tie these workers into their system and back to the agency would enable them to track the costs of using outside labor, simplifying invoicing and enabling better planning.

"ADI Time is great," commented Alex. "We have not been disappointed with the product or the company. I'm sure it can handle our needs well into the future. Our implementation manager worked extremely hard to

guarantee our needs were satisfied. She learned all about our nuances of the business such as the shift differentials so that the system handled the pay rules consistently. ADI Time made sure the product worked for us before we went live. We are looking forward to a long relationship with this company."

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About Whittier Health Network

Since 1982, Whittier Health Network has been providing the highest quality of acute rehabilitative care in the nation. Founded by Dr. Alfred L. Arcidi and his sons, this family owned healthcare organization has implemented Dr. Arcidi's vision of a healthcare delivery system that incorporated traditional family values in everyday practices. The caring tradition established by the Arcidi family has resulted in unprecedented growth for Whittier's facilities and an unparalleled level of care for Whittier's patients. For more information about Whittier Health Network, contact us at 800.442.1717 or visit us on the Web at www.whittierhealth.com.

About ADI Time

ADI Time is a complete time and attendance solution designed for a wide variety of workforce management needs. Our systems offer reliable, innovative features that easily integrate with popular human resource, financial management and payroll software. Our labor management solutions address the most complex workforce challenges in the most labor-intensive industries, resulting in tangible savings and improved productivity.

We devote all our resources to the development of products and services that respond specifically to the needs of each customer. Our commitment to serve our customers as a true business partner remains as strong as ever. For more information about ADI Time, call 800-435-TIME or on the web at www.aditime.com.