

Human Resources

Our Results



Evidence-based practices maximize your HR dollars and enable you to stand out from the competition and retain valuable staff.



Together, compensation and benefit expenses often absorb more than 50% of net patient revenue. As reimbursements decline, managing these costs and maximizing value is more critical than ever. The HR solutions provided by Novia Strategies go beyond the traditional cost shifting approach. Our strategies are market based and data driven ensuring that executive leadership has the necessary information to make crucial decisions regarding use of financial resources. We position organizations for long-term success through:

- Aligning HR policies and programs to the organization's overall strategic plan
- Assessing application of pay practices as they relate to current and shifting employer dynamics
- Developing workforce management solutions to meet the changing environment
- Maximizing the value of health plan related expenses across the continuum of employee health services, including pre-hire screenings and maintenance, wellness and disease management programs, health plan and pharmaceutical design, and care of injured workers

Our Results

We've helped hospitals and health systems across the country retain key staff through compensation and benefit redesigns.

Recent project results include:

- Employee health plan, pharmacy assessment delivers \$8.1 million savings and financial stability
- \$6.5 million in annual savings delivered through paid leave, premium pay improvements
- Collaboration key to exceeding original savings goal by 80% through compensation alignment
- Collaborative premium pay review delivers bottom-line savings, increases market competitiveness

Human Resources

Client Benefits



“Our consulting team doesn’t hand you a book of suggestions...we stand side by side with you as partners, to ensure successful implementation. It’s this type of client relationship that has resulted in years of successful projects and a long list of references that we hold in the highest regard.”

*- Theresa Brandon, Managing Director
Novia Strategies*

Client Benefits

We work collaboratively with our clients to develop and implement strategies that result in:

- Management of premium pay
- Reduction of health plan expenses
- Increased integration of employee health services
- Vendor (agency, TPA, PBM, etc.) deliverables and pricing to match need
- Efficient and effective recruiting processes
- Reduced retirement plan costs
- Integrated leave management programs
- Alignment of practices, policies and payroll system parameters
- Position control processes to support labor management

**Ready to take the next step?
Contact our practice leads today.**



**Nancy S. Lakier, RN, MBA
CEO/Managing Principal**

A dynamic, innovative leader, Nancy is renowned throughout the healthcare industry for her ability to help hospitals improve care processes, empower staff, achieve

financial sustainability, and deliver better care to their community.
858-486-6030 • nlakier@novia-inc.com



**Theresa Brandon CPA, SPHR
Managing Director**

Theresa is a passionate leader with dual expertise in maximizing value of employment-related expenses and revenue cycle enhancements, resulting in significant, sustainable

improvements to the bottom line. She excels at organization-wide engagement, from executives through delivery staff.
858-486-6030 • tbrandon@novia-inc.com

Human Resources

Service Offerings



The substantive expertise of our consulting team allows us to develop customized solutions appropriate for your market and culture. Collaboration with HR, Finance and Patient Care ensures that changes are carefully considered and appropriately balanced to meet the needs of patients, employees and the organization.

Service Offerings

- Premium Pay Reviews
- Base Compensation and Paid Leave Program Design
- Medical and Pharmacy Cost Reduction Strategies
- Payroll and Timekeeping Reviews
- HR Department Process Reviews
- Wellness and Disease Management Design and Implementation
- Worker's Compensation and Employee Health Management Reviews
- Vendor Search and Selection

Cost Outcomes

- Significant reduction in the use of premium labor expenses
- Reduction in health plan expenses, beyond cost shifting to employees
- Implemented and realized savings typically ranging from 2-5% of the total labor expenses
- Delivery of industry norm ROIs

Operational Outcomes

- Compensation and leave management practices that match organizational needs
- Improved clarity and equity of compensation programs
- Improved health of employees
- Increased employee satisfaction
- Fiscal responsibility and stewardship of resources, improving sustainability as an employer and community health resource
- Reduced lengths of absence and fewer unscheduled absences
- Improved equity between employees – both within and across various departments

Human Resources

Case Studies



“Novia’s expertise and collaborative methodology enabled our leadership team to implement changes that met the needs of Anderson. Their on-site support enabled us to move the project forward while continuing to function in our daily roles.”

*- Sharon Futch
Assistant Director of Human Resources
Anderson Regional Medical Center*

Collaborative premium pay review delivers bottom-line savings, increases market competitiveness

Novia worked shoulder-to-shoulder with this 2-hospital system to reduce costs and increase competitiveness of its premium pay program. How?

- Created multi-disciplinary team to analyze benchmarks and identify opportunities to improve compensation program
- Eliminated outdated practices and tightened controls on premium pay
- Evaluated and revised pay practices to ensure organization-wide consistency and equity
- Overhauled payroll system and policies to reflect approved changes

Reductions in paid leave and premium pay yield significant savings

Novia guided this multi-state, large hospital system in standardizing premium pay and paid leave programs - delivering \$6.5M in annual savings. How?

- Conducted interviews with HR, Finance and Clinical leaders across the system to understand market dynamics and challenges
- Engaged a multi-disciplinary team to ensure proposed changes met the organization’s culture
- Performed detailed analysis of payroll and paid leave data, modeling various scenarios for the group’s consideration
- Supported final implementation including payroll system testing, development of communications materials, and revised policies
- Using qualitative and quantitative information, developed a revised pay structure while considering the unique conditions and challenges of each market