

# Leave Management



Balancing employee leave – both statutory and non-statutory – with patient needs can challenge the most seasoned leaders. The need to plan for leave and backfill appropriately requires processes, tools, and systems that are not always available. Unmanaged leave time can compromise patient care and eat into your labor budget through increased premium pay. It can also result in staff dissatisfaction when practices are not deployed equitably.

That’s where Novia can help. With proven methodologies and best-in-class tools and systems, we partner with your HR leaders to develop effective leave management programs that allow work/life balance for employees without compromising patient care.

## Our Approach

For more than two decades, Novia has partnered with hospitals and healthcare systems to improve their efficiency, quality, and financial health. Today we continue to work with hospitals and healthcare systems to transform their human resource programs and policies they face, increasing competitive pressure in recruiting and retaining quality staff.

Every client project is overseen by a clinician and every project team comprises a project director responsible for ongoing client communication and subject-matter experts with immense knowledge, as well as established healthcare consulting experience. We begin each project with an assessment phase to identify opportunities to improve costs and efficiencies. We then vet each opportunity with you and together, we prioritize the opportunities and determine the project plan to achieve the results. Once agreed, we move into implementation phase.

All along, we remain focused on our core tenets:

1. We do good client work...every time
2. We assemble strong teams
3. We motivate our people for exceptional performance
4. We operate our business in a manner that ensures your future and ours

## Client Benefits



**Meet patient needs**



**Improve work/life balance**



**Backfill appropriately**



**Reduce costs & improve quality**



**Increase employee engagement**



### Ready to Talk?

Contact Theresa Brandon today to discuss how Novia Strategies’ Human Resource consulting solutions can help your organization succeed.

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