

Synerion Senior Long Term Care Suite

Most Comprehensive WFM Solution for Effective Management

Specially designed for retirement homes and independent living residences, the Synerion Senior Long Term Care Suite is the most comprehensive and integrated workforce management (WFM) solution. It allows the industry to face its major challenge of controlling labor costs without compromising the quality of service they provide to their residents.

The suite enables you to effectively manage staffing demands and increase employee productivity and residents' satisfaction, without compromising the organization's financial performance.



Cost-Effective Planning

Synerion WFM planning capabilities enable you to plan work schedules based on staffing needs and meet budget goals while constantly monitoring labor costs. It also takes into account individual employee availability, labor regulations and the needs of each distinct department.

Synerion's integrated solutions for the senior long term care sector, effectively address such issues as scheduling, compliance with labor laws, employee time and attendance and absence management and more. Consequently, you can find the right balance between residents' satisfaction and operational costs, for the achievement of more profitable results.

Synerion Senior Long Term Care Suite includes:

Synerion Personnel Capacity Planner

- Defines staffing needs for each department/position and required service level
- Manages positions
- Provides real-time alerts and notifications regarding under/over staffing
- Enables budget planning
- An integral part of Synerion Time and Attendance system.

Synerion Scheduling

- Web-based scheduler based on staffing needs, to prevent over- and under-staffing
- Identifies gaps between the budget forecast and the planned schedules before such deviations occur, to allow for corrective actions and keeping the budgetary framework
- Provides system scheduling recommendations based on prioritizing and availability
- Supports employee loaning between homes/departments for a whole or part of a day
- Reduces risks and prevents penalties by means of full compliance with labor laws, regulations and agreements, as well as additional parameters defined by the user
- Enables the definition of employee availability and work preference
- Dynamic notifications, updates and alerts about over-staffing/understaffing, attendance, absences, over time and more
- On-screen pop-up alerts when creating a work schedule that does not comply with legal requirements, or blocking the option of creating a work schedule of this kind
- Real-time display of work schedule/attendance to employees/managers by smartphone application.

Synerion Direct – Employee and Manager Self-Service

- Direct access to comprehensive data relevant to employees and managers, and the ability to update the information based on an authorization, monitoring, and security mechanism
- Proactive alerts based on priorities
- Embedded analytics on issues such as attendance and absence
- Management monitoring of overtime and the ability to reject or approve a partial amount of overtime to be transferred to payroll
- Communication between employees and managers concerning absences
- Submission of employee's shift change request to be approved or rejected by their manager
- Graphic display of planned vs. actual work schedules.

Synerion Time and Attendance

- Provides a comprehensive and detailed view of employee attendance, overtime, breaks, absenteeism and more, and enables you to accurately calculate payroll and constantly improve efficiency
- Ability to create work plan for each employee
- Monitors real-time data on employee attendance, overtime, etc., and allows identification of problematic issues and trends and the provision of a timely response
- Data collection from different systems such as badge readers, access control systems, mobile phones, Internet, biometrics and more.

Synerion Absence Management

- Balances employee time-off against business operational needs to prevent understaffing or last minute surprises
- Effective communication between employees and managers regarding absence requests and their approval or rejection based on employee's absence balance
- Dynamic alerts on negative balances as well as alerts of possible breach of the minimum required level of coverage (understaffing)
- Detailed graphic displays based on periods, types of absences, effect of approved absences on the number of employees required in a department/group (coverage report), including indication of workforce shortages and other data.

Synerion Mobile

- Location-based employee attendance reports
- View of employee's scheduling
- Reporting of tasks in real time, at the beginning or end of task
- Display of employee's vacation balance
- Absence Requests – submission of employee's absence requests to be approved or rejected by their manager
- View of employee's daily timesheet, including attendance and absences data and more.

Synerion Core HR

- Online employee file, saving all employee data, including courses, tutorials and training, skills, disciplinary hearings, summary of personal evaluations, documentation of work accidents, tracking of medical tests and more
- Interfaces with Synerion Recruitment system and integrates with Synerion's access control solutions.

Customizable WFM Solutions to Address Your Needs

Flexible in design and seamlessly integrated with your HR and payroll software, Synerion offers you customizable WFM solutions to meet your present and future needs.

Synerion's insight, which has been gained in over 30 years of experience with dozens of retirement homes and independent living residences throughout the world, has allowed us to develop a wide range of solutions that meet the needs of the sector, as well as the unique requirements of each organization. Based on the in depth knowledge accumulated over the years, we have developed well-defined best practices, that enable us to shorten implementation processes and to save costs.

Comprehensive in nature, yet modular in design, Synerion WFM solutions grow with your organization to provide lasting value for your short and long term needs.

Among our customers:

