F of patient care. Yet, like most industries, hospitals are feeling the
spent by hospitals, according to the American Hospital Association.

the workforce has a direct impact on the cost and quality
sustainability with the business community," says Schwieters, a
hospitals are doing everything they can to avoid layoffs," notes

Schwieters, president, Pinstripe Healthcare, Brookfield, Wis. It’s not

analysis. "Even given all of the cost-reduction activities that hospitals

in staffing patterns and identify and address

Five ways to reduce labor costs

1. Create pay codes and assign employee pay to departments.
2. Create an incentive-based performance recognition program.
3. Develop a program to reduce sick days.
5. Provide employees with career development opportunities.

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The ability of reward programs to

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Top Five Total Rewards Priorities

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2. The ability of reward programs to attract, retain and retain high-
3. Clear alignment of total rewards strategy with business strategy and
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