



Custom HR Technology Solutions Empower Owners Of Home Health Agency

Job costing made easy
Mobile time tracking
Improved compliance

+ **Industry**

Health Care

+ **Location**

Houston, Texas

+ **Number of employees**

104

+ **Challenge**

Finding an HR solution that would allow the agency to automate its tedious administrative HR functions and spend more time, energy and resources on delivering outstanding patient care.

+ **G&A solution**

G&A solution

Instead of feeling stymied by a lack of HR support, the owners of the agency now feel empowered to focus on strategies that will allow them to grow and expand their business.

Their challenge

With more than 100 employees to manage and limited resources to spend on overhead, the owners of a privately owned home health agency knew they needed someone to come in and help manage their business' human resources functions. After hearing a friend rave about the service their company was getting from its HR team with G&A Partners, the owners knew it was time to try something different.

Our solution

As a leading national HR service provider, G&A Partners specializes in providing the expert HR services, support and technology that home health care agencies, private medical practices and ambulatory surgical centers need to focus more of their time on growing their businesses and quality patient care, and less on tedious administrative tasks like **compliance, employee benefits** and **payroll**.

Business impact

- To help it accurately bill labor costs to patients and insurance carriers and ensure nurses received the proper shift deferential pay, the agency had developed a complex billing system with dozens of codes that employees were forced to keep track of manually. After reviewing the company's coding system, G&A's payroll experts automated this process by developing a custom **job costing application** that could seamlessly match codes across both the agency's accounting system and G&A's own payroll platform.
- As an employer with a largely mobile workforce, finding a **time and attendance solution** that allowed nurses and drivers to clock in and out securely while in the field was a significant concern. G&A's proprietary time tracking application allows employees to clock in and out in a number of ways, including online, or via smart phone or text, making it the perfect solution for the agency and its employees.
- Regulatory compliance is a huge hurdle for employers in the health care industry, something the agency had found out the hard when it was fined \$15,000 for a single instance of licensing noncompliance. With its electronic document storage and alert settings, G&A's HRIS system allows the agency to be more proactive in **tracking employees' various licenses and certifications**.