

A FOUNDATION OF GREAT HOSPITALS

AMS LEADER is a payroll and human
resource information solution developed
for the NZ healthcare sector



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Efficient public healthcare is built on effective payroll and human resource information systems. They can contribute to the engagement and productivity of staff, keep track of people costs, improve recruitment and better match workforce capability to needs.

The sheer size and complexity of public health makes it hard to implement effective systems. In a cost constrained environment, healthcare organisations have to manage large workforces subject to complicated and restrictive employment contracts operating in a 24x7 environment. Simply tracking time and paying people accurately and on time is an enormous challenge, let alone implementing strategic HR initiatives.

Since the 1990s AMS has been helping large public healthcare organisations use technology to simplify the complexity of managing their people. By improving the efficiency of key back office functions like payroll and HR, AMS have helped shift resources to the front line.

AMS LEADER KEY FEATURES

End-to-end processing

Implementing AMS LEADER along with AMS ACTOR enables public healthcare organisations to achieve a fully automated payroll, from rostering and electronic timesheets through to automated award interpretation and payroll processing. AMS has achieved a highly automated end-to-end system at several New Zealand district health boards.

Payroll

AMS LEADER has solved a number of tough payroll problems, building in specific intelligence for the public healthcare environment, including:

- Simple and accurate automated backpays, taking into account appropriate contract variations.
- Processing out-of-cycle and future pays within the system
- Storage of all timesheet data making future recalculations and detailed reporting easier.
- Being date driven, key processes including alerts can be implemented.
- Processing bank payments and tax payments automatically.



Human resource management

AMS LEADER offers a suite of standard human resource management features including

- Leave management to enable easy management of leave by staff and their managers, as well as giving the organisation a clear view of leave liability.
- Vacancy management: organisations have a comprehensive and current view of key gaps in the organisation to help focus recruitment.
- Position management: skills and competencies can be matched against positions to help review and plan workforce capability.

AMS customers can also 'plug-in' specialist niche applications for specific HR needs e.g. managing an annual remuneration review process.



The flexibility of AMS LEADER is also seen in its ability to manage non-employees such as contractors and volunteers. Public healthcare organisations can better track and manage workforces outside the walls of the hospital environment that are still a key part of delivery.

Training and development

As such a key component for public health, AMS LEADER has a purpose-built module for managing continuing professional education (CPE), combining the requirements of continuing medical education (CME) and continuing medical and nursing education (CMNE). It provides staff better information about their training opportunities, as well as enabling management to track training compliance and costs.

Online Kiosk



Enabling employee self-service and empowering line managers to more easily administer their teams is offered by the AMS LEADER Kiosk, available through a browser interface. It offers features including:

- Current and historical payslips
- Recording and reimbursement of expenses
- Leave applications, approvals and delegations
- Processing and recording training requests
- Incident reporting
- Personal/demographic data storage
- Alerts for key dates e.g. expiry of training funding.

DELIVERING A STRONG FOUNDATION

Confidence of a single source of employee truth

AMS LEADER lies at the heart of any people processes in our public healthcare clients. It gives a solid foundation for storing critical employee data and integrates with other dependent applications. Having this single source of employee truth gives organisations the confidence to build all HR processes around AMS LEADER.

Speed and accuracy

Payroll processing is turbocharged with AMS LEADER, with a fully automated approach cutting down actual processing time and reducing the need for manual corrections. Productivity of payroll staff is increased, staff are more satisfied with clear and accurate pays, and actual dollars are saved as less incorrect payments occur.

Management visibility and control

Management gain a clear and current view of people resources with AMS LEADER - where they are, what mix of skills and competencies they have, how much they are costing. That helps to make faster and higher quality decisions about a hospital's key resource – its clinical and administrative staff.

Enforces process and discipline

As the system covers the whole process of timesheet collection through to payment, processes and standards are consistently enforced. The errors and inconsistencies inherent in manual processing are eliminated.



Employee engagement enhanced

Consistency of the output generates a culture of trust for all parties using the system. Employees are empowered to manage their own leave, personal data and training requirements. Line managers gain more clarity, but also more control around functions delegating leave and timesheet approvals.

Compliance

Organisations can obtain a rich current and historical view of all key HR data. Compliance with employment contract requirements, legislative rules and the obligations of a good employer are made easier.

THE DOMINANT PROVIDER FOR NEW ZEALAND PUBLIC HEALTH

AMS systems are used to pay around 50% of New Zealand's public health workforce, including four of the largest district health boards, a number of smaller DHBs, and private health providers.

"We don't have any other systems; it is an end-to-end system which I think is relatively unprecedented in the New Zealand health sector. AMS really understand the health sector, which is important for any credible provider. That understanding is not easy to get and comes over time, but they have been in the sector for a long time. AMS LEADER is New Zealand-oriented and shows constant adaption to the health sector."

**Heather Smith, Human Resources Manager
Nelson-Marlborough District Health Board**

ABOUT AMS

A privately owned New Zealand company, AMS has been supplying enterprise computer systems to New Zealand organisations for 30 years. We have deep experience in building and running large and complex systems.

Since the early 1990's AMS have been supplying large New Zealand organisations with employee management solutions. The focus of this part of our business has been the healthcare sector, with major parts of our software having been specifically developed for health in New Zealand.

Over 35,000 New Zealand healthcare workers throughout eight DHBs and other healthcare providers are paid using the AMS LEADER product, making us the country's largest provider.

AMS
36 Tarndale Grove, Albany, Auckland
Ph: 09 917 6500
www.ams.co

"Simplifying Complexity"

