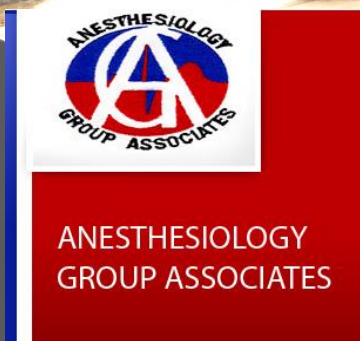


Anesthesiology Group Associates



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Challenge

Anesthesiology Group Associates is a leading provider of anesthesia services, practicing in and around the Baton Rouge, Louisiana area. Operating in four major hospital locations, Anesthesiology Group Associates employs over 130 physicians and nurse anesthetists at any given time. Managing a diverse group of healthcare workers consisting of various employee profiles and complex pay rule needs proved challenging for the organization's administrative staff, who largely relied on manual processes for their timekeeping, payroll, and HR needs. In an effort to streamline their processes, they turned to Spectrum Employee Services and their comprehensive human capital management (HCM) solution.

Anesthesiology Group Associates Administrator Andrew Durdin noted, "Before using Spectrum Employee Services' HCM solution, I would manually calculate payroll for over 100 employees by hand using paper timesheets, which would take anywhere from two to three days to complete." In addition to being time-consuming, manual payroll calculations can often lead to compliance mistakes, resulting in costly fines and penalties.

Without single point access to employee records and the inability to create reports, Anesthesiology Group Associates had limited to no visibility into their workforce. Their manual processes prevented their employees from self-servicing, which burdened administrative staff with a steady stream of time off, schedule, and paystub requests. And without the ability to set auto renewal



reminders when employee certifications and licenses were nearing expiration, administrators had little control over lapses which would occasionally cause a shortage of staff and a significant strain on the organization.

Anesthesiology Group Associates needed a timekeeping, payroll, and HR solution that could:

- Provide robust HR features to track employees' medical credentials and send reminders to renew their licenses on time
- Offer powerful and highly customizable timekeeping functionality to support complex pay rules and greater workforce visibility
- Streamline employees' requests with paperless self-service tools on mobile and desktop devices including submitting direct deposits, viewing pay statements and schedules, requesting time off, and more

"The Spectrum Employee Services Solution has made a huge difference in our organization by allowing us to streamline payroll processes and better manage day-to-day HR tasks."

Andrew Durdin
Administrator, Anesthesiology Group Associates

In addition, Anesthesiology Group Associates was looking for this solution to be delivered by a local provider with whom they could form a true partnership. A partner with a dedicated and knowledgeable support team who could be reached with a single phone call, rather than a national provider who didn't know them or understand their unique business needs.

Solution

Spectrum Employee Services helped Anesthesiology Group Associates automate their timekeeping, HR, and payroll processes to increase efficiencies, minimize compliance risk, and improve workforce productivity across the organization by providing a robust HCM solution combined with personalized service from their friendly, knowledgeable support staff.

Spectrum Employee Services' Human Capital Management (HCM) Solution:

- Improves employee engagement through simplified benefits administration, performance management, and compensation management
- Delivers perfect, error-free paychecks every payroll
- Empowers employees with self-service capabilities including time off requests, benefits enrollment, schedule views, and more
- Eases administrative burden through streamlined processes and less paper
- Enables access to real-time data via configurable reports, dashboards, and mobile tools



Results

Now with Spectrum Employee Services' full suite HCM solution in play, Anesthesiology Group Associates has one integrated solution for HR, timekeeping, payroll, and more with real-time updates and a single employee record. Processing payroll has never been quicker or easier. Andrew commented, "Now that we use Spectrum Employee Services for all of our HCM needs, we can complete payroll in just one day as opposed to the 3 or more days it used to take."

When it comes to handling complex pay rules, Andrew and his team are confident knowing time savings are significant and paychecks are error-free. With a fully customizable and scalable solution, Spectrum Employee Services can tailor the system to their specific needs for a completely automated experience.

Automatic credential notifications keep administrative staff on track and their employees informed of expiring medical licenses, so they can proactively renew. "Auto notifications have been a game changer for us. Before, when employee certifications lapsed, they could be out of work for up to three months without pay. Something both our organization and employees can't afford to happen," said Andrew.

Staff have on-demand mobile access to all their employee information 24/7, reducing administrative time spent on answering questions and requests. And with comprehensive reporting on metrics like year-to-date pay, employee hours worked, credentials, and more, Andrew and his team have greater workforce visibility than ever before.

The level of customer service and personal support the organization receives from Spectrum Employee Services is unparalleled. With just one email or phone call, Andrew and his staff know they will be greeted by a knowledgeable and friendly support team armed with answers. "They've been excellent. Someone is always there to help us when we need it," Andrew said.

"Working with a local provider has allowed us to build relationships with their people. The Spectrum Employee Services team is very responsive and good at what they do. They really know the system and it's helping our organization move in the right direction."

Andrew Durdin
Administrator, Anesthesiology Group Associates

**Find out how Spectrum Employee Services' HCM Solution can
work for you:**

+1 225 755 8822 | www.spectrumemployeeservices.com

