



Montgomery General Hospital

A Schlage time and attendance
case study

Biometric system eliminates buddy punching, enhances accountability and productivity

“The biometric system has eliminated overtime in departments where groups of people would cover for each other.”

- Janet Tharp, Payroll Manager
Montgomery General Hospital

Summary

Over 350 employees at Montgomery General Hospital in West Virginia are using Schlage biometric HandPunch readers to clock in and out for their shifts, enabling the hospital to control overtime costs and eliminate the practice of buddy punching, in which one employee clocks in or out for another.

Business need

Using the hospital's previous card system, some employees would photocopy their badges, laminate them and give them to fellow employees who could swipe them in and out on the time clock, a practice called “buddy punching.” One department of six people had one person who swiped everyone in and out.



Statistics

Industry: Healthcare

Application: Time and attendance

Biometric: HandPunch®

HandReaders: 7

Users: 350

Geography: United States

Challenges

It was very important that the system be very easy to use. For instance, Montgomery General Hospital needs to maximize the time and use of their RNs who go from one department to the other. Other systems had many more steps to take to record the transfer. Schlage Biometrics' HandReaders had just one additional step to change the department. RNs simply enter in their function, job code and department.

Solution

Montgomery General Hospital uses seven of the biometric HandReaders, which are located on each floor of the hospital, the nursing home (a long-term care facility) and the physician's group. Commercial Technology Group implemented the hospital's time and attendance solution. The HandPunch terminals interface with Genesis Pro time and attendance software from Time America.

Results

The hospital has saved thousands of dollars as a result of using biometric technology since employees can no longer practice fraudulent payroll procedures.

The HandPunch calculates pay differentials through the function keys. For example, nursing or Baylor pay is different on weekends and this is accounted for by the system. "The system has cut costs by increasing productivity," Tharp explains.

"If an employee is gone an extra hour for lunch, they're not getting much done. Because of this, they would require overtime. The biometric system has eliminated overtime in departments where groups of people would cover for each other. They are now doing the job they are supposed to do in the area they are in, cutting out unnecessary overtime."



Montgomery General Hospital

Montgomery General Hospital is a health facility with a mission. Montgomery strives to give the best quality healthcare for its community, using a cost-effective approach. And they use education as a tool to expand health-awareness in the surrounding region. In 1934, Southern West Virginia was in need of a healthcare facility that could handle the needs of a growing population. Montgomery General Hospital was created to fill that need, and has served the community as a beacon of care ever since.

The hospital offers an entire spectrum of services and operates 24 hours a day, seven days a week. The facility boasts a staff of doctors, pharmacists, expert surgeons and a vast array of health care professionals. These caring individuals have the ability to treat everyday emergencies while handling the complexities of radiological services and MRI's. The hospital offers a full-service sports rehabilitation program, an on-site pharmacy and has experts in cardiovascular care. Montgomery General Hospital not only strives to be a leader in the healthcare field but lives by its primary goal, which is to provide the best comfort and care to each individual patient.

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