

Success Story

“We are very happy with the system. Flexible workforce planning is the requirement for a high level of patient satisfaction in our health facilities. We manage this through the use of the electronic time management and duty roster program Zerberus. Our employees can use very flexible working time models in all occupational groups. An important requirement for reconciling family and profession.”

Eva Majovski
 Personnel manager

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Die Südwürttembergischen Zentren für Psychiatrie



Overcoming crises - Shaping lives

Help and support for mentally ill people - that's what the South Württemberg Centers for Psychiatry stand for. They comprise a centrally administered network of the three psychiatric facilities in Weissenau, Bad Schussenried and Zwiefalten, linked to a broad range of treatment and care facilities. The corporate network stands for services in the health and social sectors for mentally ill people in all phases of life, from childhood to old age. Around 1.8 million inhabitants are cared for in an area that stretches from Lake Constance to the Stuttgart region.

The boundary conditions in the health sector with ever fewer resources and an increasing illness frequency in the area of mental illnesses require optimal workforce planning. The central personnel department, headed by Eva Majovski, looks after the approx. 3,000 employees. "With the electronic time management and duty roster program Zerberus, we are able to use an efficient workforce planning. The duty roster module is

maintained on the stations; employee acceptance is very high", says the personnel manager Majovski, underlining the importance and effectiveness of the program use.

The staff can be deployed in a flexible manner. The peaks on the stations, absences due to vacation or illness or impending project work can be planned beforehand. This saves trouble and personnel assignments at short notice. The advantage for the employees also lies in the flexible organization of the working time; private appointments can be kept using flexitime.

Employee satisfaction and reconciling family and occupation are matters very close to Eva Majovski's heart. That is why as the project manager she introduced Zerberus, back then still ADO, in the Weissenau Clinic based on the service agreement to make working time for the 1,100 employees more flexible. "I had to provide a lot of information and do a lot of convincing, as is always the case where processes of change are involved.

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However, the introduction went without any major problems“, is how the personnel manager recalls the early years.

At the time, the company management gave a clear thumbs up for the introduction of Zerberus. The working times are recorded at the building entrances at Bedanet terminals from Kaba with the help of LEGIC key tags. The employees can also put credit on the LEGIC chips at the same time and pay for their food in the canteens of the clinics without needing cash.

Another important step was the setting up of the interface to the salary program. This means that the manual recording, for instance of time supplements, is no longer necessary in the personnel department and the resources adapted to the changed management tasks.

“The Zerberus system with the general contractor UBWa GmbH is running very well in the South Württemberg ZfP. Those responsible in the personnel department point out that the constant further development of the system and the inclusion of our Zerberus team in development issues are particularly important for us.“ In the meantime, the Zerberus team has also introduced the system in the clinics in Schussenried and Zwiefalten, in addition to Weissenau. The team members change, but project manager Eva Majovski has been there right from the start and she passes on her experiences.

The members of the Zerberus team Lucia Riedle and Frieder Schnell maintain 800 time models for a whole variety of areas on the stations and also the other service operations such as technology, kitchen, laundry, administration or the workshops for handicapped persons. Even the management of different tariffs with different working times is not a problem for the department with Zerberus.