HCA

Hospital Corporation of America℠

HCA delivers integrated immunization solution in short timeline based on Trinisys Web Development Platform

"The solution that Trinisys provided was delivered in a rapid timeframe and offered us exactly what we needed to complete this project."

Cindy Moore,
Senior HR Learning Specialist - HRIS, HCA

Summary

At its founding in 1968, Nashville-based HCA was one of the nation's first hospital companies. Today, they are the nation's leading provider of healthcare services, a company comprised of locally managed facilities that includes about 163 hospitals and 110 freestanding surgery centers in 20 states and England and employing approximately 200,000 people. Approximately four to five percent of all inpatient care delivered in the country today is provided by HCA facilities.

HCA is committed to the care and improvement of human life and strives to deliver high quality, cost effective healthcare in the communities they serve. Building on the foundation provided by their Mission & Values, HCA puts patients first and works to constantly improve the care they give them by implementing measures that support their caregivers, help ensure patient safety and provide the highest possible quality.

Challenge

The Human Resources Information Systems team at HCA is tasked with various projects, one of the largest being the tracking of employee health data. Using the Lawson HR Payroll platform, HCA previously implemented a process to track influenza vaccinations for all 200,000 HCA employees across the U.S. Since then, based on the recommendations and requirements from the Center for Disease Control, HCA mandated that every position, whether volunteer, student, doctor, independent licensed practitioners, etc. must receive the flu shot if they were in a direct patient care responsibility role. HCA wanted to pro-actively reduce episodes or incidents of healthcare workers passing the flu onto patients. If the flu shot was refused by a current or non-HCA employee, they needed to track that response, along with reasons why and require that individual to wear a mask when within 6 feet of a patient. In total, this change required tracking over 400,000 individuals across the country.

HCA needed a solution to extend the existing Lawson system with an efficient way to record the influenza vaccination data for all workers, both HCA and non-HCA employees and then pass that data into their Lawson central database for community health reporting. While many options were considered, the question still remained: How could they most efficiently collect information and store it in their current system? That's where Trinisys came in.

Solution

HCA's HRIS division engaged Trinisys to create a form using the Rapid Web Development Platform with a time-frame of days rather than months. With flu season fast approaching, HCA and Trinisys partnered to create a solution that would allow for an easy integration with Lawson, that both HCA and non-HCA employees could access. The project objectives were:

- Integration with Lawson and ability to store data in current HR Payroll system

- To capture the acceptance or declination reason of the influenza vaccination for all HCA and non-HCA employees

- To capture non-HCA employees' basic information; name, D.O.B, last 4 digits of their social security number and email

- To develop a mechanism that allows you, whether an employee or a non-employee to access the intranet, available in all of the facilities, fill out an electronic form and give key pieces of information needed

Result

Trinisys delivered a system in less than 30 days that exceeded expectations and has the flexibility to grow - meeting HCA's additional project needs today and in the future. The success of the implementation produced an efficient process for acquiring and reporting information within Lawson.

- Data captured via Trinisys Web Development Platform is added to Lawson and available for reporting within HR Payroll

- Mocked up screens, custom styles and other functionalities were available within days of the project starting

- Streamlined the vaccination process by enabling employees to fill out all personal information via Web Form that could be printed and presented to, or looked up by the nurse at the time of vaccination

- Development on the form was underway in August and ready in September for the start of the flu season in October

- Within the first four months of the flu season 293,195 users have registered and 181,510 people have received vaccinations.

- This solution handled up to 2,500 forms per hour and 20,000 per day.

Trinisys revolutionizes the way businesses collect and process information. Clients have drastically reduced the time and cost involved in acquiring data from paper and the web with Trinisys' innovative data capture software. The Trinisys integration engine enables companies to automate complex