



Case Study:

Grady Health System

Client

With over 6,000 employees, Grady Health System is one of the largest public hospital-based healthcare systems in the Southeast, consisting of more than 200 specialty and subspecialty health care clinics. With the nucleus of Grady Health System's service area based in Atlanta, their main mission is to provide healthcare treatment to the medically underserved with over 920,000 patient visits each year. Since its inception in 1892, Grady Health System has grown into one of the largest public health systems in the United States.

Challenge

Grady Health System had recently been through an employee restructuring and needed to eliminate some work in their payroll department. The amount of time spent on producing paystubs during each pay period typically ranged between two to three days, which included printing, bursting, sealing, and sorting. It was immediately recognized that the company would not have an adequate amount of resources to allocate toward the paper process due to the changes in staff.

In addition, checks were printed and physically given to employees by their managers within each respective department. This had become an extremely tedious and time-consuming task as managers were first required to pick up the paystubs from the payroll department and then distribute them to each individual employee.

Solution

Paperless Pay

Grady Health System decided that converting their current system into the Paperless Pay system available from TALX was the most cost-effective and efficient method to solving their payroll issues.

After the initial kick-off meeting in July of 2005, Grady Health System and TALX immediately began planning various communication processes which included file development and programming. One month later, Grady began recruiting departments to participate in the new pilot project and implemented the pilot soon thereafter. Positive word of mouth began spreading between departments about the Paperless Pay pilot program, causing initial non-participants to request involvement in the new convenient and easy to use system.

W-2

Grady Health System also worked with TALX to implement a W-2 solution that allows employees to obtain their W-2 online, as well as request corrections and reprints. With employee interest heightening in the TALX Paperless Pay system around January of 2006, Grady was able to integrate the electronic W-2 service, strengthening the effort toward encouraging employee usage.

Results

As a result of the Paperless Pay implementation, Grady Health System was able to decrease annual hard-dollar costs by about \$22 per employee due to the decreased need for printing supplies and hardware. Those hard-dollar savings were enough to pay for the implementation in the first year alone, before labor costs associated with the payroll process had been figured in. Furthermore, direct deposit participation shot up to 93% company wide as a result of the TALX Paperless Pay system. By including automated W-4 updates and direct deposit updates, Grady Health System eliminated an additional 52 hours of labor per pay period.

For more information, please call **1-800-888-8277** or visit www.talx.com.