

## THERAPY TRACK

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# Remedies

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### Therapy Track Products: REAL TIME INFORMATION

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## Resolve to Create Excellence in 2006!

Directors and managers of therapy departments have the opportunity and responsibility to strive for more and better circumstances for their patients, staff and department as a whole.

Not so many years ago, hospitals would put the therapy department in the worst hospital location – like the basement or a large closet, with no windows or equipment. It took committed, aggressive directors to demand better for their patients and staff. The efforts paid off – therapy departments all over the country are now considered essential hospital services and are better equipped and more highly regarded than ever before.

Today, directors must continue to push for improvements and insist that therapy departments keep pace with the rest of the hospital – now in the area of information technology. By demanding bigger budgets for management programs and services, directors are improving patient results, most importantly, but also staff productivity and efficiency – all to the overall betterment of the hospitals.

It takes determination and courage to go to administration with increased funding demands, but with a little planning and focus, great things can be accomplished.

Armed with hard facts, projections and the right attitude, directors can show the value of their requests. Be sure to include figures on the annual dollars that the hospital spends on salaries and benefits in your department, as well as CE courses for the staff, national and state meetings, and operational programs like Therapy Track. For every \$ 100,000 in salaries and benefits, you should have a percentage in mind (the "standard" is between 3.5% and 4.5%) that you're requesting for your budget. For example, if the hospital spends about one million dollars on your department in payroll, including taxes and benefits, consider asking for a \$40,000 budget for appropriate high tech tools and hardware to assist you in the management of your staff. Remember – better staff management results in better patient care and a more informed, happier, efficient, productive team.

The bottom line... as a Manager or Director, remember that the therapy department, your staff and your patients are worth fighting for!

*Good luck – and Happy 2006!*

Therapy Track's motto is:  
***If you can't measure it, you can't reward it. If you can't reward it, you can't improve it.***

*the power of real time information!*