MERCURY

Organizational Design, Workforce Planning & Job Evaluation (HAY Method) in the Healthcare Sector

27 September – 1 October 2027
Rome (Italy)



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Ref: 121213_1023051 **Date:** 27 September – 1 October 2027 **Location:** Rome (Italy) **Fees:** 6200 Euro

Introduction:

This Organizational Design, Workforce Planning, and Job Evaluation HAY Method in the Healthcare Sector course equips healthcare professionals with practical knowledge in hospital organizational design, workforce planning, and HAY-based job evaluation. Participants will explore modern hospital structures, optimize departmental efficiency, and align staffing strategies with patient care outcomes.

The Organizational Design, Workforce Planning, and Job Evaluation HAY Method in the Healthcare Sector program emphasizes hands-on workshops, competency mapping, and job grading. Case studies from HMC, Mayo Clinic, and Cleveland Clinic provide real-world context. Learners will develop career frameworks and fair compensation systems. Participants will integrate strategic HR planning with improvements in organizational performance.

Targeted Groups:

This Organizational Design, Workforce Planning, and Job Evaluation HAY Method in the Healthcare Sector training targets professionals seeking specialized knowledge and skills:

- Hospital administrators and managers.
- HR and workforce planning specialists.
- Clinical department leaders.
- Healthcare consultants.
- Nursing and allied health managers.
- Talent and performance management professionals.
- Policy makers in healthcare operations.

Course Objectives:

Participants will achieve the following objectives by completing the Organizational Design, Workforce Planning, and Job Evaluation HAY Method in the Healthcare Sector course:

- Understand modern hospital organizational models.
- Distinguish clinical vs. administrative functions.
- Optimize departmental structures and interdependencies.
- Apply workforce planning tools for clinical and support staff.
- Draft accurate job descriptions and competency frameworks.
- Conduct HAY-based job evaluations.
- Align compensation, grading, and career progression.
- Implement strategic HR planning to enhance hospital performance.

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Targeted Competencies:

Participants will gain the following competencies during the Organizational Design, Workforce Planning, and Job Evaluation HAY Method in the Healthcare Sector program:

- Strategic organizational design in healthcare.
- Efficient mapping of hospital departments.
- Workforce forecasting and scheduling optimization.
- Competency-based role clarification.
- HAY job evaluation and grading.
- Salary structure and pay band development.
- Career path and retention strategy design.
- HR-driven organizational performance improvement.

Studying Scenarios:

In this Organizational Design, Workforce Planning, and Job Evaluation HAY Method in the Healthcare Sector training, participants will develop their skills through the analysis of the following scenarios:

- Redesigning hospital units for operational efficiency.
- Forecasting staffing needs based on patient volume.
- Drafting job descriptions for nurses and technicians.
- Applying HAY evaluation to clinical and administrative roles.
- Designing fair compensation and incentive frameworks.
- Implementing HR strategies to improve patient outcomes.

Course Content:

Unit 1: Foundations of Organizational Design in Healthcare Institutions:

- Overview of modern hospital organizational models.
- Characteristics of healthcare organizational structures.
- Clinical vs. administrative functions.
- Departmental relationships and patient flow.
- Governance and reporting lines in hospitals.
- Case Studies: HMC, Mayo Clinic, Cleveland Clinic.

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Unit 2: Designing & Optimizing Hospital Departments:

- Mapping functional, clinical, and support departments.
- Structuring Emergency, Surgical, Outpatient, Pharmacy, Radiology, and Nursing.
- Identifying interdependencies between clinical units.
- Span of control for clinical leaders.
- Matrix structures in large medical corporations.
- Workshop: Redesigning a hospital unit for efficiency.

Unit 3: Workforce Planning Tools & Techniques for the Healthcare Sector:

- Static & dynamic workforce planning approaches.
- Forecasting clinical staffing needs doctors, nurses, allied health.
- Occupancy-based workforce requirement calculation.
- Zero Manning Methodology adapted for hospitals.
- Shift scheduling, rotations & workload optimization.
- HR analytics for healthcare workforce planning.

Unit 4: Job Descriptions & Competency Frameworks for Healthcare Roles:

- Structure of compelling job descriptions.
- Competency mapping for clinical & non-clinical staff.
- Role clarity in multidisciplinary healthcare teams.
- Writing standardized job descriptions suitable for HAY evaluation.
- Workshop: Drafting job descriptions for two healthcare roles.

Unit 5: Job Evaluation Using HAY Methodology Healthcare Edition:

- Purpose of job evaluation in healthcare.
- The HAY Factors:
    - Know-How.
    - Problem Solving.
    - Accountability.
- Scoring and point allocation.
- Evaluating clinical jobs consultants, nurses, technicians.
- Evaluating administrative & managerial roles.
- Job grading and pay structure alignment.
- Practical workshop: Evaluate 2-3 fundamental job roles using HAY.

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Unit 6: Compensation, Grading & Career Path Systems in Healthcare:

- Creating salary structures based on job evaluation.
- Linking grades to pay bands.
- Designing fair compensation models for clinical staff.
- Career progression frameworks clinical & administrative.
- Incentive schemes and retention strategies.
- Global benchmarking for healthcare pay structures.

Unit 7: Strategic HR Planning & Organizational Improvement for Hospitals:

- Integrating organizational design with strategic HR planning.
- Change management in healthcare organizations.
- Talent pipeline planning for critical roles.
- HR's role in supporting hospital performance & patient outcomes.
- Developing a practical action plan for HMC.
- Final review, discussion, and certification ceremony.

Final Insights & Key Takeaways:

Participants will leave with actionable strategies to optimize hospital organizational design and workforce planning. The course ensures mastery of HAY job evaluation and HR-driven performance improvements.