Changing Employee to PRN

This process details changing an hourly employee with an FTE status to PRN or Resource status, no other changes should be made during this process. See All Other Change Job SOP for instructions on multiple change job details.

Important note: if an employee is not already hourly, you will need to contact HR to ensure a job profile has been created with hourly details.

For questions on this process please email https://www.hrworkday@maryfreebed.com

50 Steps <u>View most recent version</u>

Created by Alex Drabik Creation Date Dec 04, 2024

Last Updated Dec 04, 2024

<u>Search for the Worker who is moving to PRN/Resource Status and click on the</u> <u>Worker object to navigate to the worker profile.</u>

	Q Angel Hair	\otimes
	Angel Hair A Registered Nurse_1148.H Nursing Admin_6100.2 Mary Free Bed Rehabilitation Hospital	
	VIEW MORE	
rning, On Behalf	of: Lisa Wilson	It's Wednesday, December 4, 2
ur Action		Announcements

Click on the Job tab to review the current worker job details.

Pro Tip: Job Profiles that end in .H are hourly, .S are Salary.

Actions	Job Details		Contact Information - Public
	Employee ID	100034	Work Address
Team	Supervisory Organization	Mary Free Bed (Kent Riddle) >> Nursing Admin_6100.2 (Lisa Wilson)	$$ 235 Wealthy Street SE Grand Rapids, MI 49503 United States of America
nary	Position	Registered Nurse_1148.H	
	Business Title	Registered Nurse_1148.H	
pensation	Job Profile	Registered Nurse_1148.H	
200	Job Family	Nursing Group > RN	
	Employee Type	Regular	
	Management Level	Individual Contributor	
onal	Time Type	Full time	
21'	FTE	100.00%	
	Location	Mary Free Bed Rehabilitation Hospital	
	Hire Date	07/22/2024	
	Original Hire Date	07/22/2024	
	Continuous Service Date	07/22/2024	
	Length of Service	0 year(s), 4 month(s), 12 day(s)	
	Time in Position	0 year(s), 4 month(s), 12 day(s)	
	Time in Job Profile	Over(s) 4 month(s) 12 day(s)	

	Job Details Manager F
Angel Hair	
Registered Nurse_1148.H Actions	Job Details
品	Employee ID
Team	Supervisory Organization
B Summary	Position
	Business Title

Click on the Actions button under the Worker Profile.

STEP 4

Hover over Job Change and select 'Transfer, Promote or Change Job'



onek on Ear penen of anecery on the new you need to apad

Mary Free Bed	Q Angel Hair	\otimes	4° 🖻 🌒
Change Job Angel Hair 🚥			
	Start		
	Start Details		
	When do you want this change to take effect? * 12/15/2024		
	Why are you making this change? *		
	Who will be the manager after this change? Lisa Wilson		
	Which team will this person be on after this change? Nursing Admin_6100.2 (Lisa Wilson)		
	Where will this person be located after this change? \star Mary Free Bed Rehabilitation Hospital		
	Do you want to use the next pay period? Yes		

Select the appropriate effective date

Job changes are not longer limited to beginning of pay periods. You may select a future date, current date, or previous date. IMPORTANT: previous dates may impact benefits for the employees, choose wisely.

Start Details
When do you want this change to take effect? *
Why are you making this change? *
Do you want to use the part pay period?

Click on Submenu Data Changes

When do y 01/01/2 Why are ye	ou want this change to take effect 1025 💼 ou making this change? *	? *
Search	:=	
Data Cha	nges >	
Transfer	>	
Who will b	e the manager after this change? Wilson	
Which tea	m will this person be on after this o	change?

Select Data Changes > Click on PRN (Resource) Status Change radio button

Again, you are not permitted to make an other job detail changes during this process so no other changes should be made on this page.

	Why are you making this change? *
	Search 🔚
	← Data Changes
	Change Job Details
	Change Location
	○ FTE Decrease
	PRN (Resource) Status Change
	Which team will this person be on after this change?
	× Nursing Admin_6100.2 (Lisa Wilson) ∷
	Where will this person be located after this change? *
ncel	× Mary Free Bed Rehabilitation Hospital :≡

Click on Start

	Which team will this × Nursing Admin. (Lisa Wilson)
	Where will this perso × Mary Free Bed Rehabilitation H
Start Cancel	

If you need to change the job profile from Salaried to Hourly you will need to contact recruitment@maryfreebed.com, otherwise no change to job profile should be made.

ione	Close the current position?		
ation	No		
	Is the current position available for overlap? No		
	Job Profile		
	Job Profile *	P	
	Registered Nurse_1148.H	J	
	Job Title		
	registered Nulse_1140.11		
	Business Title		
	Business Title	P	
	Registered Nurse_1148.H		

Click on Next

	···- g· · · · · · · · · · ·
	Business Title
	Business Title
	Registered Nurse_11
Back	

STEP 12

Click on Edit



Reduce scheduled weekly hours to 0

Note if you need to make location change as well please stop this process and refer to "All Other Job Changes" SOP.

	Location *
	Search :=
	× Mary Free Bed Rehabilitation Hospital
ons	Saha dula di Walaku Usura
	Scheduled Weekly Hours
ation	20
	Work Shift

Click on Next

Summary	
Back Next	

When moving an employee to resource you need to update their 'Time Type', click on the edit button under "Administrative"

On behalf of: Lisa Wilson			
Mary Free Bed	Q Angel Hair	\otimes	↓ E 🗿
Change Job Angel Hair 🚥			PF
	Details		
Start	Job Classifications		
Job	Additional Job Classifications	I	
Location			
Details	Administrative		
Organizations	Employee Type *		
Compensation	Regular		
Summary	Time Type *		
	Part time		
	Pay Rate Type		
	Hourly		
	Location Weekly Hours		
	40		
Back			

```
STEP 16
```

Under Time Type select All > Resource

	Administrative	
ons	← All	
ation	Full time	
	O Part time	
	Resource	
	Search	:=
	× Part time	
	Рау Кате Туре]
	× Hourly	:=

Notice the FTE has updated to 0% based on the weekly scheduled hours updated under the Location section. DO NOT update Location weekly hours or default weekly hours - these are NOT scheduled hours.

Pay Rate Type	
Hourly	
Location Weekly Hours	
40	
Default Weekly Hours	
40	
FTE	
0%	
Job Exempt	
Job Category	
Direct Patient Care	
Job Classifications	
2 - Professionals (EEO-1 Job Categories-United States of America)	

Click on Next

	Job Category Direct Patient Care
	Job Classifications 2 - Professionals (EE
	Management Level
Back Next	

Often when moving to PRN, we have a set PRN rate. To update the compensation click on the edit button.

Please contact the Total Rewards team or Recruiting at recruitment@maryfreebed.com for assistance with compensation changes.

Compensation	r osnovi in kange 13.52%	•
Summary	Guidelines Total Base Pay Range 32.05-39.26 - 46.47 USD Hourly	
	Compensation Package General Compensation Package	
	Grade 8H Grade Profile National.8H	
	Hourly	
	Assignment Details X I	
	Hourly Plan Effective Date 02/22/2024	
	Add	
Back Next		×

Enter the appropriate hourly amount

Hourly Plan
Total Base Pay Range 32.05 - 39.26 - 46.47 USD Hourly
Amount * 40 Error: The field Amount is required and must have a value
Amount Change -34.00
Percent Change -100

You will see that the amount change and percent change automatically populate.

	Hourly Plan	
	Total Base Pay Range 32.05 - 39.26 - 46.47 USD Hourly	
	Amount * 40.00	
	Amount Change	
	Percent Change 17.65	
	Currency ★ × USD :Ξ	
	Frequency *	
	Additional Details	
	Assignment Details	
	40.00 USD Houny	
Back Next		ļ

Click on Next

	Plan Name Hourly Plan
	Effective Date 01/01/2025 was 07
	Add
Back Next	

Review all changes made, and scroll down to the document/comment section.

Start		
Start Details		
When do you want this change to take effect? *	1	
Why are you making this change? *		
PRN (Resource) Status Change		
Who will be the manager after this change? Lisa Wilson		
Which team will this person be on after this change?		
Nursing Admin_6100.2 (Lisa Wilson)		
Mary Free Bed Rehabilitation Hospital		
Do you want to use the next pay period?		

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STEP 24
```

Enter a comment detailing the reason for the change to PRN.

	Plan Name Hourly Plan	
	Effective Date • 01/01/2025 was 07/22/2024	
	Add	
enter your comment		
Angel Hair is pursu	g a career in pasta making, will be moving to resource.	
Attachments		
	Drop files here	
	or	
	Select files	

All job change submissions require an attachment.

You can attach the email the employee used to request the change, approval from leadership, or simply a word document detailing the reasons for the change.

ents	
	Drop files here
	or
	Select files
Submit	ave for Later Cancel

Enter a description of the document you uploaded

Note multiple documents may be added.

(and the second	r your comment Igel Hair is pursuing a career in pasta making, will be moving to resource.	
Attachme	ents	
PDF	Document.pdf ✓ Successfully Uploaded! Description EE Request to go resource Category ★ :=	1
Upload		

Select a document category. Typically in this scenario you will select 'Other Documents'.

		r iun munic
		Hourly Plan
	 Multi-Media (Video) (Student) Named Professorships Notice Period Offers 	Ctive Date 01/2025 was 07/22/2024
	Other (Student)	
	Other Documents	
enter your comment	Passports and Visas	
Angel Hair is pursu	O Period Activity Pay	o resource.
	Personal Information	
Attachments	O Portfolio (Student)	
Submit	O Position	
PDF Successfully	O Drahatian Dariad	

Click on Submit

PDF ·	ocument.pdf / Successfully Uploaded!
D	EE Request to go resource
с	ategory ★ × Other Documents :=
Upload	
Sub	mit Save for Later Cancel

You have now submitted your request and it is pending HR review. To view the status of your request follow steps in the next section other wise skip to step 36.

		Q Angel Hair	\otimes
9 <u>6</u>	Job Details M	You have submitted Up Next: HR Partner Review Change Job Due Date 12/06/2024	History Worker History
	Job Details	View Details	tion - Public
	Employee ID	100034	WORK AUGRESS
	Supervisory Organiz	ation Mary Free Bed (Kent Riddle) >> Nursing Admin_610 (Lisa Wilson)	
_	Position	Registered Nurse_1148.H	
	Business Title	Registered Nurse_1148.H	
	Job Profile	Registered Nurse_1148.H	
	Job Family	Nursing Group > RN	
	Employee Type	Regular	

Viewing Pending Requests and Worker History 6 Steps

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STEP 30
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Click on Actions on the worker profile who's request you want to view.

STEP 31

Hover on Worker History and Click on View Worker History by Category

Absenc	Organization >	Manager	Lisa Wilson
Contac	Personal Data >	Location	Mary Free Bed Rehabilitation Hospital
Person	Recruiting >	Time in Position	0 year(s) 4 month(s) 12 day(s)
Career	Talent >		
	Time and Absence >		
	Worker History	View Worker History	
	Favorite >	View Worker History by	Category
	Integration IDs >	View Manager History	
	Security Profile >	View Employee History	
	Worker Request >		
		Length of Se	rvice 0 year(s), 4 month(s), 12 day(s)

On the staffing tab you will see all historical and future job changes.

In this example we see the Data Change is "In Progress"

Hire History 1 item									₩ # = 6	a ." 🎟 🛙
Business Process	Initia	ated On Sta	rt Date	Status		Reason		Supervisory Organization	Position	
Hire: Angel Hair	10/2 10:5	4/2024 07/ 6:24 AM	22/2024	Successfully Con	npleted	Hire Emp	loyee > New Hire	Nursing Admin_6100.2 (Lisa Wilson)	Registered Nurse_1148.H	
Position Change History 2 iten	ns								₩ = 6	I
Business Process	Initiated On	Effective Date	Status		Reason		Outbound Organization	Outbound Position	Inbound Organization	Inbound F
Data Change: Angel Hair	12/04/2024 09:21:21 AN	01/01/2025	In Progress		Data Change > Data C PRN (Resource) Statu Change	hanges > Is	Nursing Admin_6100.2 (Lisa Wilson)	Registered Nurse_1148.H	Nursing Admin_6100.2 (Lisa Wilson)	Registered Floor
Data Change: Angel Hair	12/03/2024 10:17:55 PN	12/15/2024	Successfully	Completed	Data Change > Data C FTE Decrease	hanges >	Nursing Admin_6100.2 (Lisa Wilson)	Registered Nurse_1148.H	Nursing Admin_6100.2 (Lisa Wilson)	Registered

To view more specific details, click on the hyperlinked Business Process

Hire: Angel Hair	10/24/2 10:56:24	024 I AM	07/22	/2024	Successful
Position Change History 2 items	5				
Business Process	Initiated On	Effective D)ate	Status	
Data Change: Angel Hair	12/04/2024 09:21:21 AM	01/01/202	5	In Progress	
Data Change: Angel Hair	12/03/2024 10:17:55 PM	12/15/202	4	Successfully	Completed
•					

<u>Under the Event Details tab, you may review a summary of what you submit-</u> <u>ted.</u>

	lange oob			43 12
For	Nursing Admin_6100.2 (Lisa Wilson)	Overall Status	1 Progress	
Overall Process	Data Change: Angel Hair	Due Date	2/11/2024	
Event Deta	ails Process			
Start				
Start D	etails			
When do	you want this change to take effect? * 125 added			
Why are y PRN (Res	ou making this change? * iource) Status Change added			
Who will I Lisa Wilso	be the manager after this change? on			
Which tea Nursing A	am will this person be on after this change? .dmin_6100.2 (Lisa Wilson)			
Where wil Mary F	I this person be located after this change? Free Bed Rehabilitation Hospital			
Do you wa	ant to use the next pay period?			

<u>Click on the Process Tab to view the current pending steps or future steps of the Business Process.</u>

Process History 8 item	5						× III = 00 r. III E
Process	Step	Status	Completed On	Due Date	Person (Up to 5)	All Persons	Comment
Change Job	Change Job	Step Completed	12/04/2024 09:21:21 AM	12/11/2024	Lisa Wilson	1	Alexus Brandenburg on behalf of Lisa Wilson: Angel Hair is pursuing a career in pasta making, will be moving to resource.
Change Job	Review: Current Manager	Not Required		12/11/2024		0	
Change Job	Review: Receiving Manager	Not Required		12/11/2024		0	
Change Job	Review Change Job	Awaiting Action		12/06/2024	Alexus Brandenburg (Proposed HR Partner) ••••	7	
					Chelsea Belimer (Proposed HR Partner)		
					Dawn Boomers (Proposed HR Partner)		
					Hannah Heisler (Proposed HR Partner)		
					Kolton Pavlicek (Proposed HR Partner)		
					Partner)		

In this example the BP is awaiting action with an HR Partner role.

Post Approval Tasks

8 Steps

Once HR approves your job change you will have a few tasks automatically populate in your workday inbox.



Click on the workday inbox icon to navigate to your pending tasks OR...

STEP 37

Click on the tasks awaiting your action on your home page in workday.

Welco	me	It's V	Vednesday, Dece	mber 4,
Awaitin	g Your Action	A	nnouncements	
	Complete Manager Internal Transfer Tasks: Data Change: Angel Hair My Tasks - 13 second(s) ago DUE 12/06/2024			Welcome to you have qu
	Assign Work Schedule for Data Change: Angel Hair - Registered Nurse_1148.H My Tasks - 13 second(s) ago DUE 12/05/2024	In	nportant Dates	
	ShiftWizard Data Audit Notification: Assign Work Schedule for Data Change: Angel Hair - Registered Nurse_1148.H on 12/15/2024 My Tasks - 11 hour(s) ago	DE	C Anniversary 📩 Eric Salacina - 1 year	
😑 <u>Go t</u> e	<u> My Tasks (6)</u>	DE	C Anniversary 🖈 Jody Fletcher, Kathale	en VanDeVen

Once you are in the inbox, select the task you would like to complete.

Note the To-Do for Complete Manager Internal Transfer tasks triggers for all Change Job processes, you may not actually need to complete any of these to dos, but please review closely, complete steps as needed and click 'submit' when you are finished.

MENU Mary Free Bed		Q Search	🔎 🗗 🍇
My Tasks	 +-	All Items 0 items	☆ ③ L [¬] Created: 12/04/2024 Due: 12/04/2024 Effective: 01/01/2025
All Items		Q Search: All Items 1	Complete To Do Complete Manager Internal Transfer Tasks
C Saved Searches	~	Assign Work Schedule for Data 12/04/2024 🔆 Change: Angel Hair - Registered	For Nursing Admin_6100.2 (Lisa Wilson) Overall Process Data Change Angel Hair
Search Filters	~	Due: 12/05/2024	Overall Status Successfully Completed
E Archive		Complete Manager Internal Transfer 12/04/2024 Tasks: Data Change: Angel Hair Due: 12/06/2024 Effective: 01/01/2025	Due Date 12/11/2024 Instructions 1) Submit Network User Form for New Hire: https://itportal.mfbhosp.org/ 2) Reach out to New Hire with Welcome Message 3) Ensure New Hire Workspace is ready 3) Ensure New Hire is schedule for fort week 4) Ensure New Hire N
Bulk Approve ₽ Manage Delegations		ShiftWizard Data Audit Notification: 12/03/2024 5 Assign Work Schedule for Data Change: Angel Hair - Registered Nurse_1148.H on 12/15/2024 Effective: 12/15/2024	5) Complete other housekeeping items for New Hire (competency checklists, preparing team members, etc) (6) Submit Workspace Request Form, if applicable, for additional space and/or relocation from an existing space: <u>https://app.smartsheet.com/b/form/ca7c1b6db83b46bcabc159f2</u> <u>bb56030b</u>
		Manager Offboarding Checklist: 11/01/2024 Terminate: Jelly Roll (Terminated) Effective: 07/15/2024	enter your comment not needed.
0		End Additional Job: Amanda 10/25/2024 💃 Wojczynski	Submit Save for Later Close

Assign Work Schedule (optional), click submit after selecting the appropriate work schedule OR if no changes in shift wizard need to be made, follow the next steps on how to skip.

Navigate to the assign work schedule task, note this may not be needed if the worker's schedule will remain in shift wizard (or remain unchanged). Though it is always a good reminder to check with your timekeepers and update Shift Wizard as necessary!

All Items Q Search: All Items	5 items	☆ 🔅 L ^T Created:
Q Search: All Items		
법하 <u>Advanced Search</u>	†	Assign Work Schee
Assign Work Schedule for Data Change: Angel Hair - Registered	12/04/2024 📩	Worker Start Date *
Due: 12/05/2024		End Date
ShiftWizard Data Audit Notification: Assign Work Schedule for Data Change: Angel Hair - Registered Nurse_1148.H on 12/15/2024	12/03/2024 📩	Current Work Schedule
Effective: 12/15/2024		enter your comment
	Nurse_1148.H on 12/15/2024 Effective: 12/15/2024	Effective: 12/15/2024

To Skip taks, click on the gear icon at the top of the task.

Search		
5 items	☆ 🕸 ⊾' Assign Work	Created: 12/04/2024 Due: 12/05/20
· · ·	Worker	Angel Hair

STEP 41

Click on Skip This Task

Ţ,	As: Cancel edule
	Delegate Task
	Worl Reassign Angel Hair
12/04/2024	Star Skip This Task * 01/01/2025 🖬
	End View Details
	Work Schedule Calendar * × Shift Wizard Schedule
ı: 12/03/2024 🕁	
	Current Work Schedule Shift Wizard Schedule

Enter a Skip Reason



STEP 43

Click on OK

d)	11/01/2024	☆							
	10/25/2024	\overleftrightarrow							
sks:	10/22/2024	☆	•	4	ок		Cance		

Viewing completed Job Change Business Process 7 Steps

You have now completed this process, to view your changes follow the steps below.

STEP 44

Search for the worker and select their worker object.

	Q	angel	\otimes	
All Items	8	Angel Hair Registered Nurse_1148.H Nursing Admin_6100.2 Mary Free Bed Rehabilitation Hospital		ive: 12/15/2024
Q Search: All Iten	0	Angel Maceda		a Audit Notification
비비 <u>Advanced Searc</u>	8	Nurse Tech Nursing Admin_6100.3 Mary Free Bed Rehabilitation Hospital		
ShiftWizard Data Audit Assign Work Schedule	8	Angel ique Nzengou-Uzamugura Registered Nurse Nursing Admin_6100.3 Mary Free Bed Rehabilitation Hospital		.isa Wilson)
Change: Angel Hair - R Nurse_1148.H on 12/1: Effective: 12/15/2024	8	Angel Gonzalez Gait Lab Engineer OP Peds_7262.1 Mary Free Bed Rehabilitation Hospital		
Manager Offboarding C Terminate: Jelly Roll (T		Angelina Cody Patient Service Representative OP Access_8111.1 Mary Free Bed Rehabilitation Hospital		ng job change. Please refer to nce the ShfitWizard system ha

Click on Actions



STEP 46

Hover over Worker History > Click on View Worker History by Category

Absenc	Organization >	Manager Lisa Wilson
Contac	Personal Data >	Location Ø Mary Free Bed Rehabilitation Hospital
Person	Recruiting >	Time in Position () year(s) 4 month(s) 12 day(s)
Career	Talent >	
	Time and Absence >	
	Worker History	View Worker History
	Favorite >	View Worker History by Category
	Integration IDs >	View Manager History
	Security Profile >	View Employee History
	Worker Request >	

Note we now see the data change is marked as successfully completed.

Hire History 1 item									Æ≣⊽E	a. 🔳 🖪
Business Process	Initiated	I On Star	rt Date	Status		Reason		Supervisory Organization	Position	
Hire: Angel Hair	10/24/2 10:56:2-	024 07/2 1 AM	22/2024	Successfully Con	npleted	Hire Emp	loyee > New Hire	Nursing Admin_6100.2 (Lisa Wilson)	Registered Nurse_1148.H	
Position Change History 2 if Business Process Data Change: Angel Hair	Initiated On	Effective Date	Status Successfully	Completed	Reason Data Change > Data C	Changes >	Outbound Organization	Outbound Position Registered Nurse_1148.H	Inbound Organization	Inbound P
	09:21:21 AM		,		PRN (Resource) Statu Change	IS	Wilson)		Wilson)	
Data Change: Angel Hair	12/03/2024	12/15/2024	Successfully	Completed	Data Change > Data C	Changes >	Nursing Admin_6100.2 (Lisa	Registered Nurse_1148.H	Nursing Admin_6100.2 (Lisa	Registered

STEP 48

Navigate back to the worker profile.

ee Bed		Q angel
History	by Category	Angel Hair .
janization	Personal Data	Compensation

Click on Job

	Actions Actions Team	<u>a=</u>	Position Title Registered Nurse_1148.H
88	Summary		
Ē	Job		
1	Compensation		
ē	Absence		
	Contact		
8	Personal		
0	Career		

STEP 50

<u>Click on Job Details, if the change is future effective you will not see the Job</u> <u>Details change until the effective date comes to pass, if it was immediately</u> <u>effective you should see the updated Job Details in the worker profile.</u>

Job Details		Contact Information - Public
Employee ID	100034	Work Address
Supervisory Organization	Mary Free Bed (Kent Riddle) >> Nursing Admin_6100.2 (Lisa Wilson)	Ø 235 Wealthy Street SE Grand Rapids, MI 49503 United States of America
Position	Registered Nurse_1148.H	
Business Title	Registered Nurse_1148.H	
Job Profile	Registered Nurse_1148.H	
Job Family	Nursing Group > RN	
Employee Type	Regular	
Management Level	Individual Contributor	
Time Type	Full time	
FTE	100.00%	
Location	Mary Free Bed Rehabilitation Hospital	
Hire Date	07/22/2024	
Original Hire Date	07/22/2024	
Continuous Service Date	07/22/2024	
Length of Service	0 year(s), 4 month(s), 12 day(s)	