

Workforce Operations Command Center
Marie Avery

Ask Oracle

Staffing and Timecard Review Needed for Telemetry and Medical Surgical Units

Unpublished and in-progress schedules for the Telemetry and Medical Surgical Units require review to address potential staffing gaps and compliance issues. Three timecards are currently submitted with varying hours and absences, while 34 others await payroll processing, including several with errors. Absences are mainly due to sick leave early in the month, with vacation requests increasing later, and some employees have multiple absence records needing ongoing approval.

Top Priorities

Scheduling, Time & Absences

Immediate focus: Resolve 2 critical shift issues today (including 1 shift drop), address 1 active sick leave with conflict, and correct 1 payroll-blocking timecard error. Review tomorrow's pending shift and incomplete timecard next.

- Quinten Daniel - Shift Drop Request**
Shift on 03/16/2026 - 7:00 PM-7:00 AM
Medical Surgical Unit - San Francisco **Critical**
- Landen Morrison - Sick Leave (Conflict)**
Shift date 03/16/2026 - 7:00 PM-7:00 AM
Medical Surgical Unit - San Francisco **Critical**
- Slade Malone - Shift Request**
Shift on 03/16/2026 - 7:00 PM-7:00 AM
Telemetry Unit - San Francisco **Critical**
- Pending approval. Review soon**

Absences Overview

Upcoming Absences

5 absences are listed. Next step: review the awaiting requests and resolve shift conflicts by reassigning shifts or coordinating with scheduled staff before approving.

- Krista Madden - Certified Nursing Assistant**
Vacation request on 03/22/2026 - 03/25/2026
No conflicts have been reported.
- Amari Warner - Registered Nurse**
Vacation request on 04/06/2026
Conflicts with the 7A-7P shift in the Medical Surgical Unit and overlaps with other absences. **Shift conflict**
- Meghan Dixon - Registered Nurse**
Vacation request on 04/06/2026
Because two other staff members are already off, rejection may be necessary to maintain coverage.
- Jadon Booth - Registered Nurse**
Vacation request on 04/10/2026 - 04/13/2026
Other employee absence that period, confirmed by Keon Lloyd, scheduled.

Priority Actions (3)

- Critical** Top Priorities
Shift Drop Request for 03/16/2026 - 7:00 PM-7:00 AM
Submitted by Quinten Daniel
Approve and Reassign Shift
- Critical** Top Priorities
Absence with shift conflict for 03/16/2026 - 7:00 AM
Submitted by Landen Morrison
Reassign Shift
- Critical** Top Priorities
Shift Request for 03/16/2026 - 7:00 PM-7:00 AM
Submitted by Slade Malone
Approve

Communications

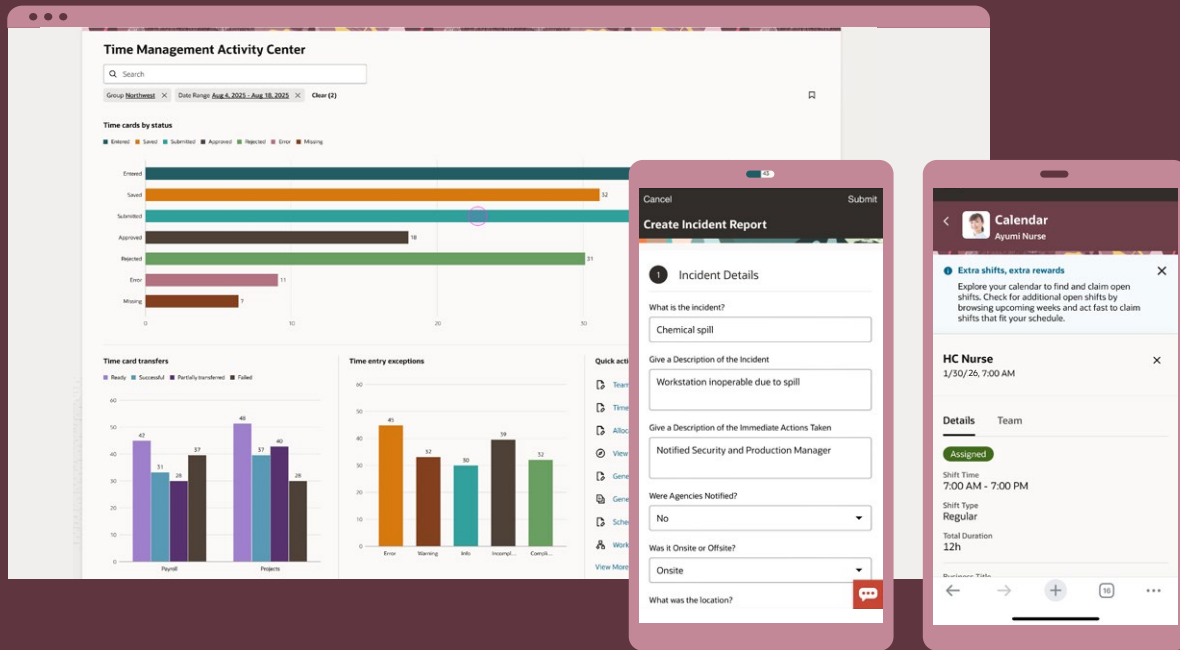
- Email **Send Employee Time Card Correction...**
Notify staff to resolve incomplete entries or...
- Email **Send Employee Time Card Creation...**
Remind employees who haven't started a time...
- Presentation **Workforce Summary**
Generate a presentation outlining workforce...
- Email

Oracle Fusion Cloud Workforce Management

Solution Overview



Oracle Workforce Management



Align business strategy, mitigate compliance risk, and deploy your workforce with greater control using a fully integrated HR solution that links time, labor, scheduling, and leave management data with health and safety, payroll, financial, and personnel data.

Oracle Workforce Management product family

Absence Management
Time and Labor
Workforce Scheduling

Workforce Labor Optimization
Workforce Health and Safety



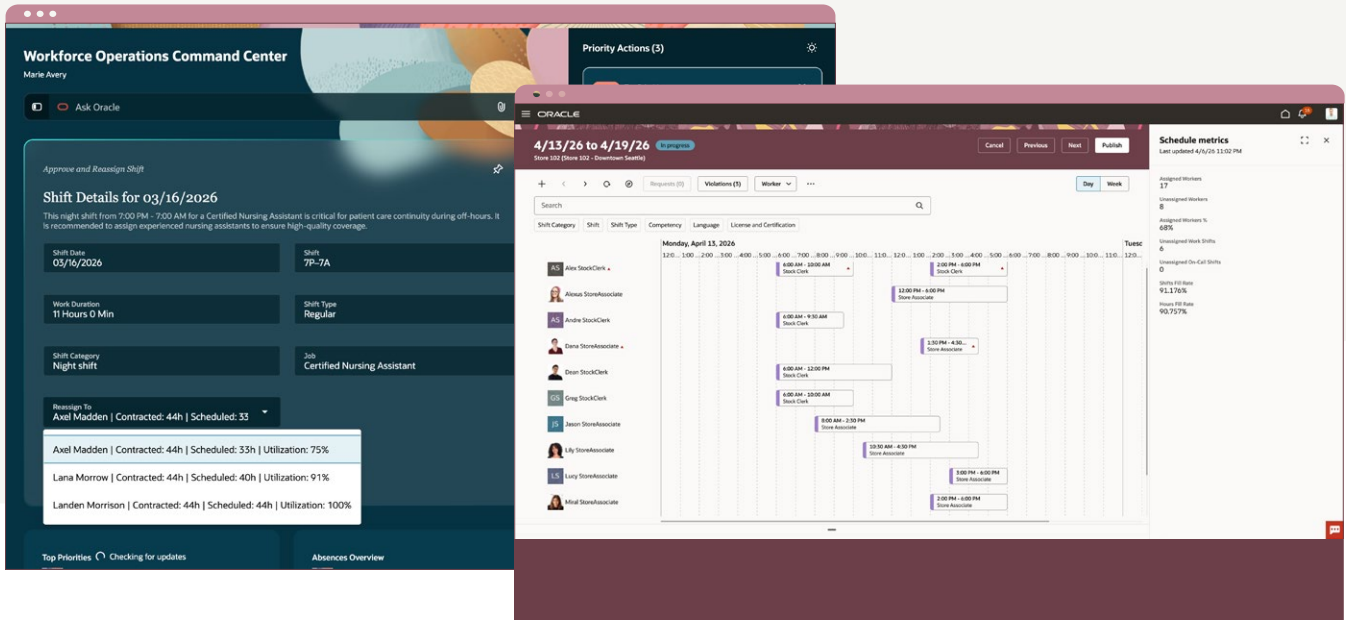
What's new?

Workforce management reimaged with an agentic command center

Frontline labor demand shifts by the minute, and manual scheduling, time and absence management, and compliance checks can't keep up. Oracle Workforce Management now brings the AI powered Workforce Operations Command Center agent and embedded assistants to monitor exceptions, recommend actions, and automate routine fixes. Leaders gain real-time visibility for faster decisions and better labor outcomes, so teams stay staffed, compliant, and productive.

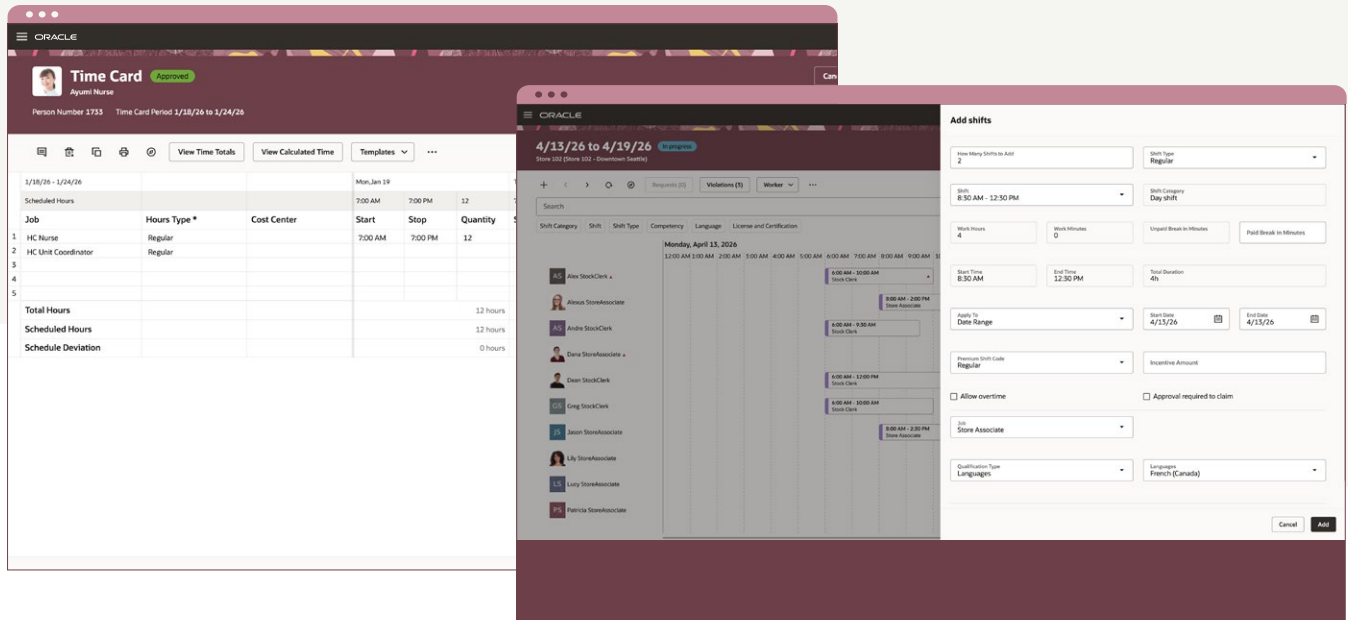
A secure, AI-powered platform for the human-agent workforce

Oracle Workforce Management unifies scheduling, time and absence management, and labor compliance with HR, talent, payroll, and operations in one secure, AI-powered platform designed for the human-agent workforce. Our solutions help you drive performance, support your people, and move the business forward.



An agentic “exception-to-resolution” operating model vs. alerts, dashboards, and manual chase-downs

- AI is embedded in workforce management (WFM) processes, connecting data, applications, and AI in a secure cloud platform.
- Classic AI informs, generative AI assists, and agentic apps deliver outcomes from end to end.
- Oracle Workforce Management’s specialist agents detect issues and take next steps, fixing time, scheduling, and absence exceptions, triggering approvals, and streamlining payroll handoffs.
- The Workforce Operations Command Center reduces the need for managers to swivel-chair between screens, reports, and follow-ups.

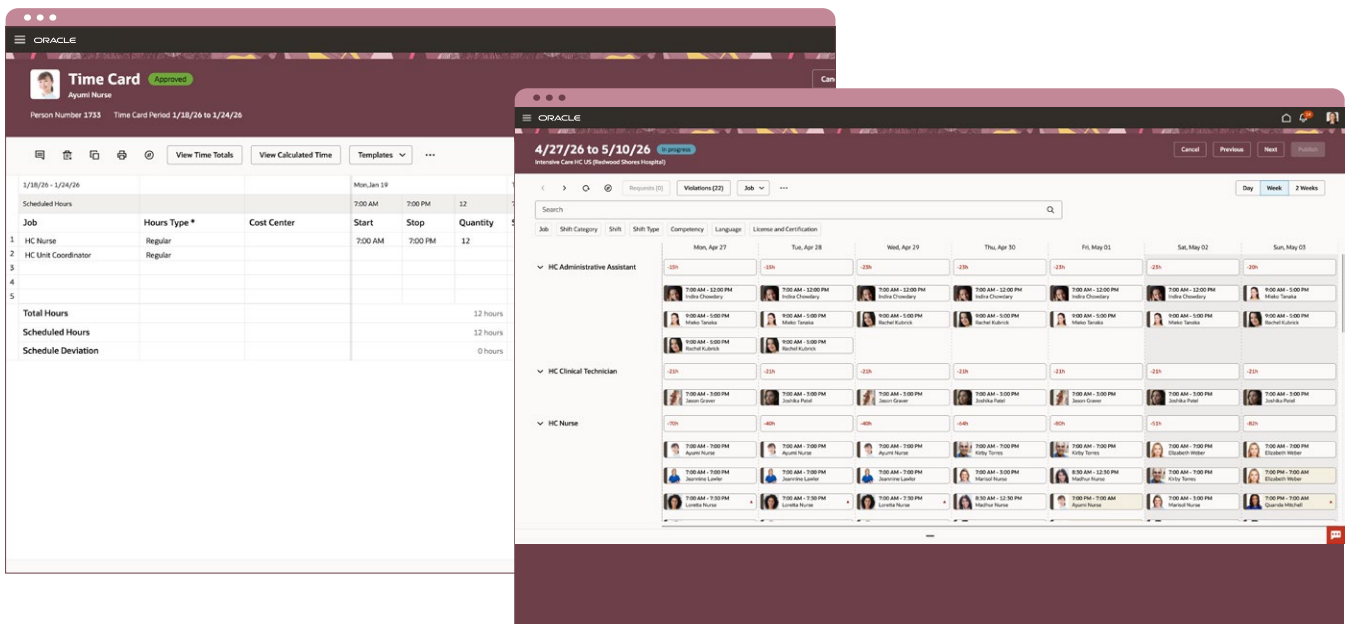


Intuitive, mobile-first WFM UI with robust union compliance for attendance, absence entitlements and accruals, pay rules, and scheduling

- Provide a mobile-first experience employees actually want to use.
- Oracle Workforce Management is built for complex union rules, pay policies, and contracts.
- Attendance, absence accruals, and entitlements are handled from end to end.
- Scheduling scales to support regulated, high-variance operations.
- Configure once and stay compliant as rules and agreements evolve.

Built natively in Oracle Fusion Cloud HCM for a consistent user experience and unified data

- Oracle Workforce Management reduces downstream exceptions and manager rework because it's unified with the same policies and constraints used for HR and payroll processing.
- Fewer custom, error-prone, and latent data integrations mean fewer reconciliation steps.
- Fewer handoffs across systems lead to fewer compliance violations and pay errors and better alignment of the workforce with business needs.

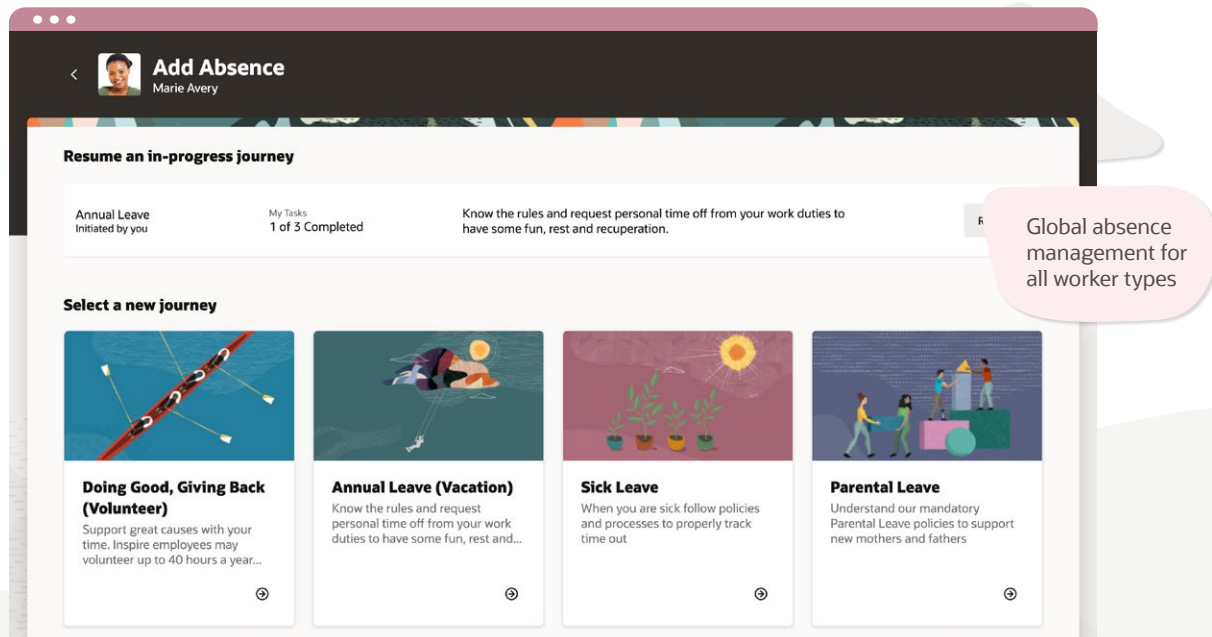


Built-in cross-enterprise integration for end-to-end workforce execution

- Oracle Workforce Management provides platform-level integration out of the box with Oracle Health, ERP, SCM, and CX.
- The suite supports more connected workforce planning and execution than approaches that require more third-party integrations to achieve a similar end-to-end outcome.
- Rely on fewer custom integrations and reconciliation steps.

Oracle Workforce Management | **Absence Management**

Allow workers to bid on time off and easily plan their absences, and enable managers to award time off fairly to maintain adequate coverage and facilitate compliance with accrual and entitlement policies globally.



With Oracle Absence Management, employees can

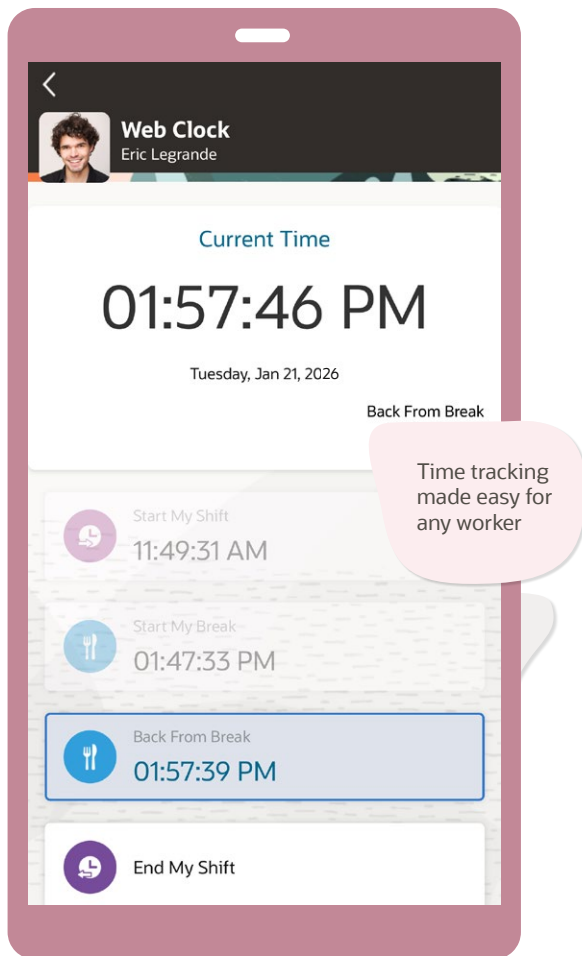
- Gain real-time, personalized AI support and a flexible experience that adapts to complex, changing policies
- Check their accrued absence balance from their phone
- Cash out unused absences and have funds directly deposited into their account
- Gift their paid leave to coworkers in need
- Submit their first and second date choices for absence bids

With Oracle Absence Management, managers can

- Track global absences for salaried, hourly, union, project-based, and contingent workers
- Enforce global accrual and entitlement policies and address local requirements with AI assistance
- Implement compensatory time-off plans and provide the ability to cash out absence balances
- Easily identify overlaps in employee absence requests and approve absences
- Analyze absence trends to understand how high absenteeism or low absence balance usage impacts productivity

Oracle Workforce Management | **Time and Labor**

Reduce pay errors with automated overtime and other policies for salaried, hourly, project-based, and contingent workers.



With Oracle Time and Labor, you can

- Provide a mobile-responsive employee user experience and allow them to report time from any device
- Track labor costs against projects, grants, cost centers, and more
- Help prevent time, absence, and payroll fraud using role- and location-based security controls
- Automate overtime controls to help minimize burnout and facilitate compliance

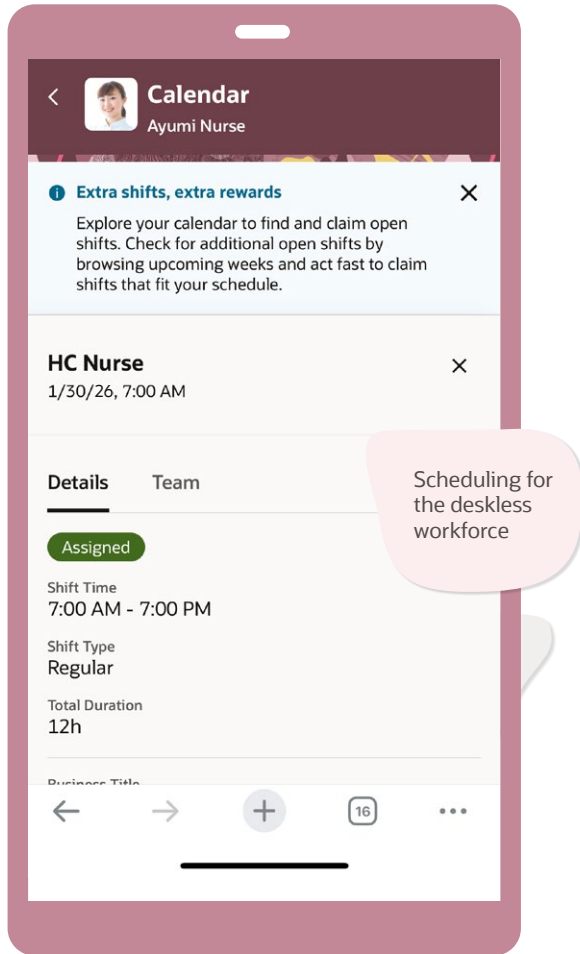


“We had disconnects between our HR data and scheduling processes and scheduling data and timekeeping data. Oracle allowed us to unify the entire process, handle our unique pay structure, and simplify our weekly payroll cycle.”

Rebecca Galbraith
Director of Human Resources
American Furniture Warehouse

Oracle Workforce Management | **Workforce Scheduling**

Optimize scheduling by using business data and AI recommendations to fill shifts based on employee qualifications, preferences, and compliance requirements.



With Oracle Workforce Scheduling, employees can

- Set preferred shift times and days in the same mobile app they use to plan absences and track time
- Reach out directly to a qualified coworker and ask them to cover or swap a shift
- View assigned tasks and coworkers for their upcoming shifts
- Develop and practice skills that are valuable for the team and individual growth

With Oracle Workforce Scheduling, managers can

- Meet requirements for headcount and scheduled hours without exceeding their budget
- Manage a cadence of open self-scheduling periods using in-app and push notifications
- Facilitate compliance with labor laws and regulations by establishing rules so shifts can only be claimed by qualified workers
- Identify and quickly fill shift gaps with AI assistance, using incentives for employees that meet policy criteria
- Use guided journeys to communicate the exact tasks needed to complete a shift assignment

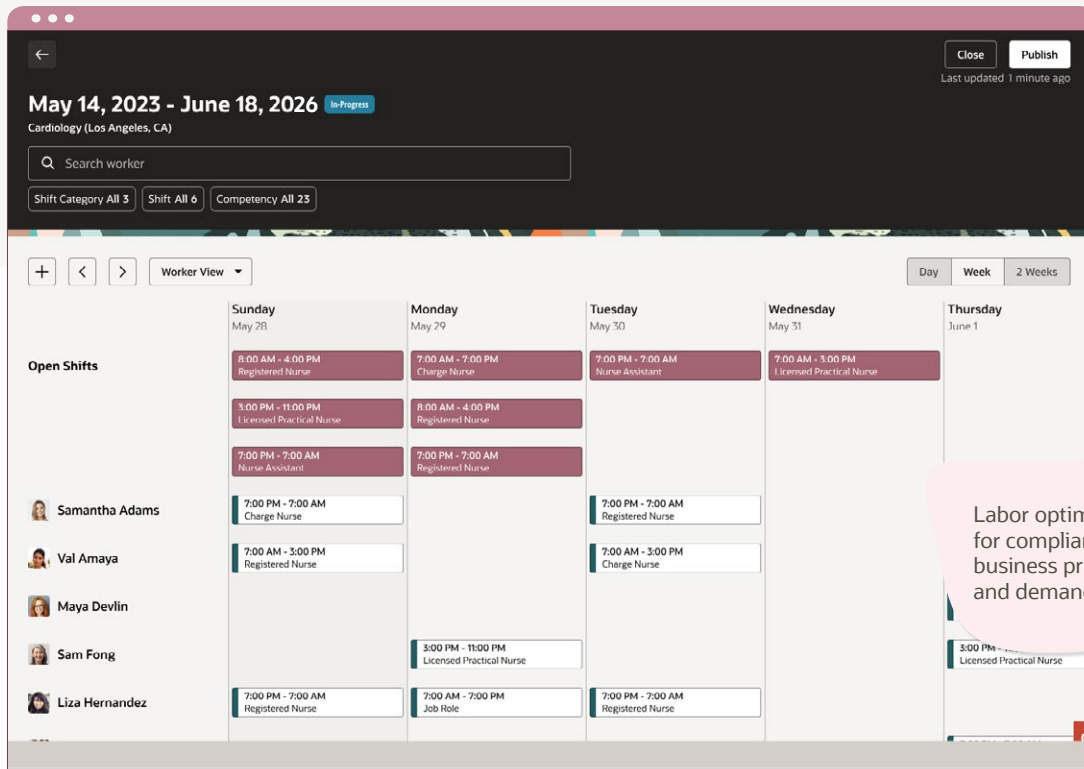


“Oklahoma State University Medical Center utilizes Oracle Workforce Scheduling to enable employees to manage their own schedules. This centralized approach streamlines operations, saves costs with accurate payroll, and improves coverage. Ultimately, this system helps OSU Medical Center support both patient care and employee well-being.”

Eric Atkinson
Chief Financial Officer, Oklahoma State University
Medical Center

Oracle Workforce Management | Workforce Labor Optimization

Calculate labor demand and automate shift creation and the assignment of available workers with the right skills to meet demand.



With Oracle Workforce Labor Optimization, you can

- Calculate labor demand based on labor standards and expected business demand
- Automate shift assignments at scale while adhering to the budget and complex labor policies
- Optimize schedules to deliver the best customer and employee experiences
- Automate shift creation to assign workers with the right skills to meet expected demand
- Easily prioritize budgeted and FTE hours alongside employee preferences

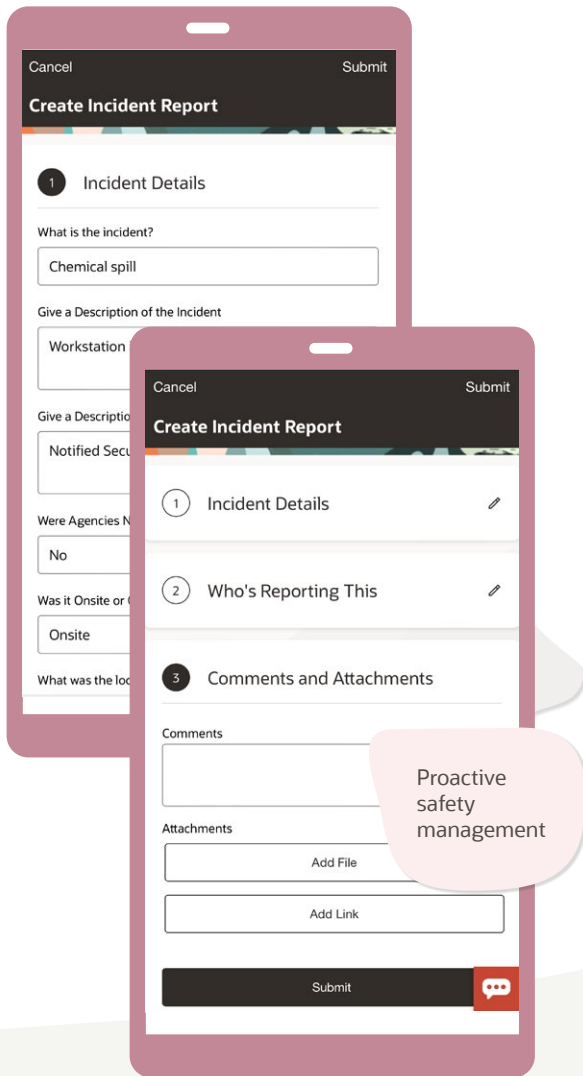


“Oracle Workforce Scheduling will improve the accuracy of our decisions in scheduling with up-to-date employment and talent data. It’s fairly easy to implement, and the native integration saves us time.”

Hubert Winter
Senior Director, HR Technology and Systems
Quest Diagnostics

Oracle Workforce Management | **Workforce Health and Safety**

Improve incident management by capturing more incidents sooner, enabling quick responses and follow-up actions, and strengthen safety using inspections to spot hazards early and prevent repeat issues.



With Oracle Workforce Health and Safety, employees can

- Easily report incidents, near misses, unsafe conditions, and unsafe actions
- Help keep their colleagues safe by quickly and easily reporting and documenting concerns

With Oracle Workforce Health and Safety, managers can

- Promote a culture of safety and compliance through improved inspection management
- Use safety data trends and root cause analysis to help prevent workplace accidents and manage hazards

How Oracle can help

Oracle Fusion Cloud HCM is a complete cloud solution that connects every human resource process—and every person—across your enterprise. It helps you create a community where people feel valued, heard, and like they belong. With a single user experience and data model, seamless processes, and AI-embedded infrastructure, Oracle Cloud HCM helps empower your people so they can power your business success.

[Learn more](#)

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