Shift Differential

What Is It?

If you have employees that need to receive extra pay depending on which day or time-of-day worked, then you know the difficulties of managing the extra legwork in calculating these costs. With TCP's Shift Differential feature, you can fully automate this task, saving you time and money.

With this tool, 24-hour periods can be segmented into different sections that provide either a differential rate or an automatic job change. All employees must do is clock in and out of a shift, and the tool handles the task of splitting the shift into its respective differentials. In addition, if an employee clocks in a little early or late, a grace period can be allowed so that they are properly paid.

Case

Jenn is an ICU nurse. From time to time, she works an overnight shift from 7:00 p.m. to 7:00 a.m. Because overnight shifts are more physically demanding on nurses, Jenn's hospital provides a special bonus to overnight shifts that includes the addition of an extra 10% of her base pay.

In addition, Jenn sometimes works the late shift on a weekend. In those cases, the hospital provides an addition of 15% for time worked overnight starting on a Saturday or Sunday.

Regardless of her shift, all Jenn needs to do is clock into her nursing job code. The system will automatically assign the proper differentials to her shifts, allowing payroll to correctly read her hours and compensate her as required.
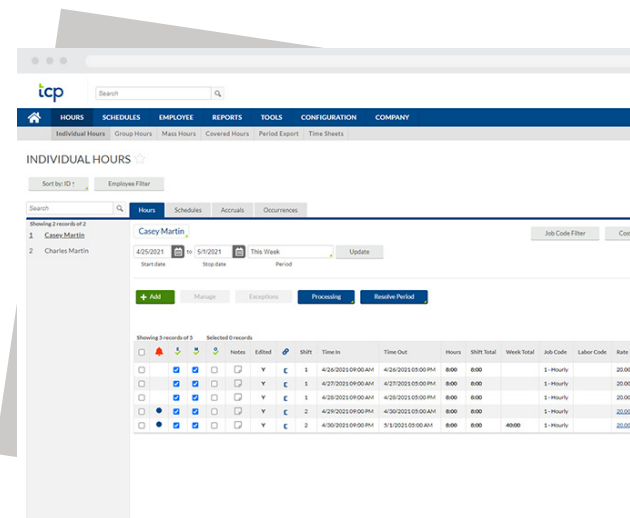
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