




Payroll, HR and compliance software for skilled nursing and senior living

		Other solution providers
Payroll and compliance		
Retroactive overtime	✓	✗
Exclusion monitoring	✓	✗
Blended rate overtime (FLSA)	✓	✗
Shift differentials	✓	✗
Date-effective payroll logic	✓	✗
Complex PTO management	✓	✗
Automated local and state compliance calculations	Calculate wage parity, spread of hours, split shift, day of rest, 6th and 7th day overtime, daily overtime, and more	✗
Cross-company overtime	Automatically track hours worked by same employee across 2+ FEINs/tax IDs	✗
Industry-specific applicant tracking	Recruiting, automatic credentialing of healthcare professionals, direct integration with healthcare job boards	✗
Provide onboarding assistance Remote support to assist new hire experience	✓	✗
Rehire previous employees without duplicating employee records	✓	✗
Deductions in arrear Automated recovery of missed benefit deductions	System banks unpaid contributions when care staff miss shifts and intelligently reclaims funds from future paychecks	✗
API data accessibility	✓	Varies by vendor
Employee experience		
Real-time open shift management	Open shifts available for request through workforce app – care staff self-manage shift selection	Varies by vendor
Shift-based pay stub	✓	✗
Healthcare industry expert guidance	✓	✗
Guided I9 and W4 experience	✓	Varies by vendor
Phased onboarding	Group documents by stages for efficient paperwork processing	✗
Multilingual platform	✓	Varies by vendor
Rewards and recognition	✓	✗
Reporting and analytics		
Pre-payroll review and variance tracking	✓	✗
ACA real-time variable hour tracking	✓	Varies by vendor
PBJ reporting	CMS-file-ready uploads	Varies by vendor
Unified system	Recruiting, onboarding, payroll, time and attendance, benefits enrollment, learning management, rewards & recognition, exclusion monitoring in a single platform	Varies by vendor

Schedule a call to learn why Viventium is the leader in healthcare payroll and HR.

Get a demo