Payroll, HR and compliance software for home-based care

	Viventium	Other solution providers
Payroll and compliance		
Retroactive overtime	✓	✗
Exclusion monitoring	✓	✗
Per visit pay calculations	✓	✗
Blended rate overtime (FLSA)	✓	✗
Shift differentials	✓	✗
Date-effective payroll logic	✓	✗
Complex PTO management	✓	✗
Advanced payroll mapping that integrates with AMS/EHR/PMS providers	Capture date of service, MCO contracts, time in/out, rates, and more	Limited to basic bulk data import
Automated local and state compliance calculations	Calculate wage parity, spread of hours, split shift, day of rest, 6th and 7th day overtime, daily overtime, California piece rate, 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 arrears 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		
Itemized pay stub with visit detail	✓	✗
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
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