



# Rostersmith

Intelligent roster scheduling for healthcare

## Roster scheduling that replaces fragile spreadsheets with fast, fair and fully controlled planning.

Generate compliant rosters in seconds. Edit with full control. Publish with confidence. Purpose-built for healthcare teams who have outgrown spreadsheets.

[rostersmith.co.za](https://rostersmith.co.za)

NextGen Pathology Gr... | 9 – 13 March 2026 | Generated on 7 Mar 2026 | draft v2 | R-2026-011 | Validate | Re-solve | Publish | iCal Feed | Export Excel | Export PDF

Roster Grid | Audit Log (1) | Explanation

PRACTITIONER	MON 9 MAR	TUE 10 MAR	WED 11 MAR	THU 12 MAR	FRI 13 MAR
<b>CHIEF PATHOLOGISTS (2)</b>					
KIRK James Kirkpatrick (Johannesburg)	Leave	JHB	JHB	JHB	JHB
NAIDOO Priya Naidoo (Cape Town)	Leave	CPT	CPT	CPT	CPT
<b>LABORATORY MEDICAL DIRECTORS (1)</b>					
MOLEFE Thandi Molefe (Johannesburg)	JHB	JHB	JHB	JHB	Leave
<b>CONSULTANT PATHOLOGISTS (8)</b>					
BOTHA Sarah Botha (Cape Town)	CPT	CPT	CPT	CPT	Leave
DAVIDS Rashid Davids (Cape Town)	CPT	CPT	Leave	CPT	CPT
KHAN Ayasha Khan (Johannesburg)	JHB	JHB	JHB	Leave	JHB
MTHEMBU Sihle Mthembu (Johannesburg)	PTA	JHB	JHB	JHB	Leave
OKONKWO David Okonkwo (Pretoria)	JHB	JHB	PTA	Leave	PTA
VDMERWE Francois van der Merwe (Pretoria)	Leave	—	PTA	JHB	PTA
VENTER Annelize Venter (Pretoria)	PTA	PTA	PTA	PTA	Leave
ZULU Themba Zulu (Johannesburg)	JHB	JHB	JHB	Leave	JHB
<b>STAFF PATHOLOGISTS (10)</b>					
DLAMINI Lerato Dlamini (Pretoria)	PTA	PTA	PTA	PTA	PTA
ERASMUS Nina Erasmus (Cape Town)	CPT	CPT	CPT	CPT	CPT
FOURIE Elana Fourie (Cape Town)	CPT	—	CPT	CPT	CPT

Request a demo

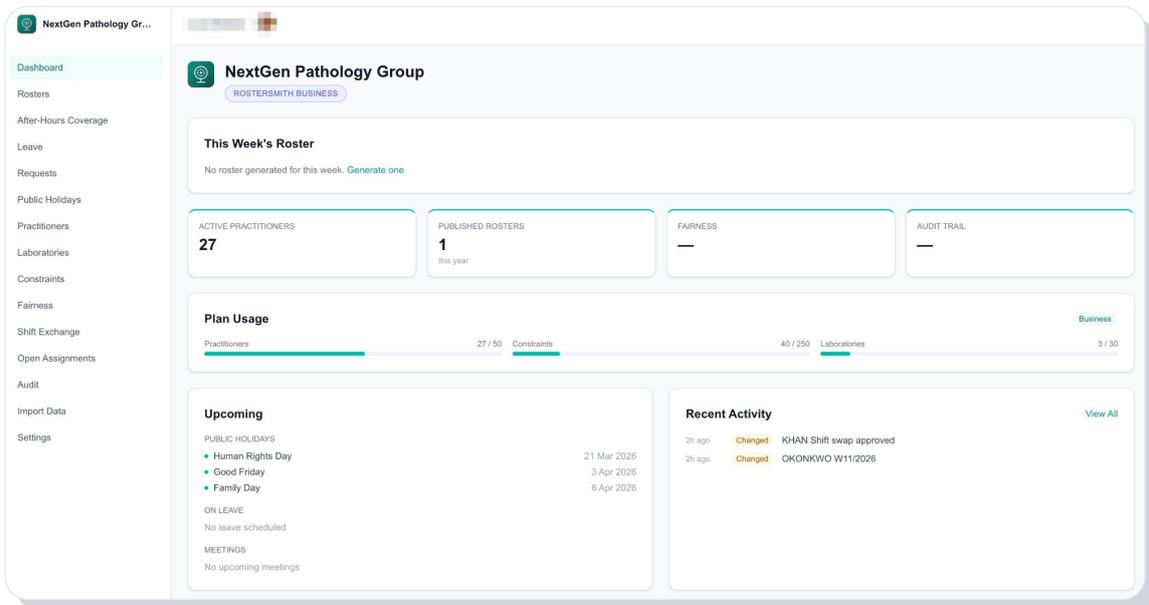
[rostersmith@twistedtoast.com](mailto:rostersmith@twistedtoast.com)

THE CHALLENGE

# Healthcare scheduling is broken

Spreadsheets, phone calls and gut feel don't scale. The result is wasted hours, unfair rotas, compliance gaps and unhappy staff. One person holds all the knowledge. When they're away, everything stops.

<h2 style="margin: 0;">4-8 hrs</h2> <p><b>Hours lost weekly</b></p> <p>Practice managers spend 4-8 hours per week building rosters manually in spreadsheets.</p>	<h2 style="margin: 0;">Unfair</h2> <p><b>Distribution gaps</b></p> <p>Without data, call and weekend shifts cluster on the same people, causing frustration.</p>	<h2 style="margin: 0;">No trail</h2> <p><b>Accountability gaps</b></p> <p>When disputes arise, there is no record of who changed what, when, or why.</p>
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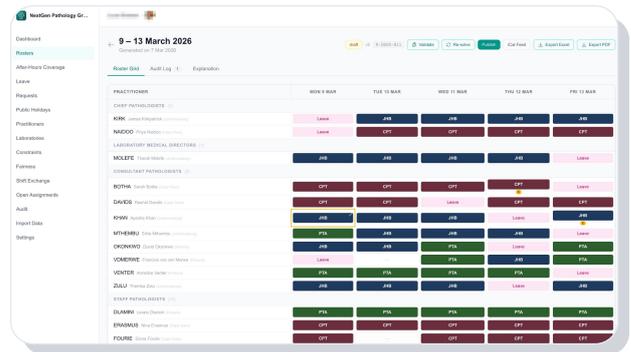


## THE SOLUTION

# From spreadsheet chaos to published roster in minutes

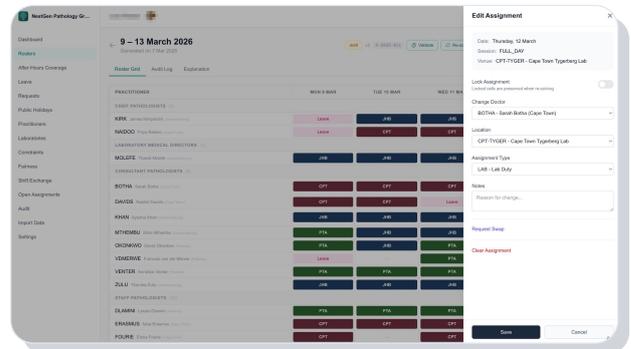
## 1 Generate in seconds

Define your rules once. Rostersmith evaluates thousands of possible assignments and produces a compliant first draft in under a second, for any team size, any number of locations.



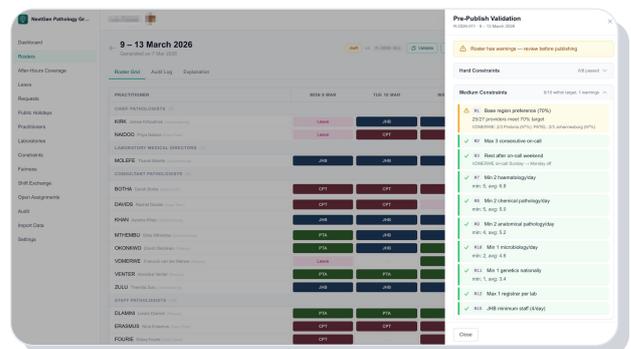
## 2 Edit with full control

Lock any cell. Change any assignment. Re-solve around your decisions. Every change creates a new version, so nothing is ever lost. You stay in control.



## 3 Publish with confidence

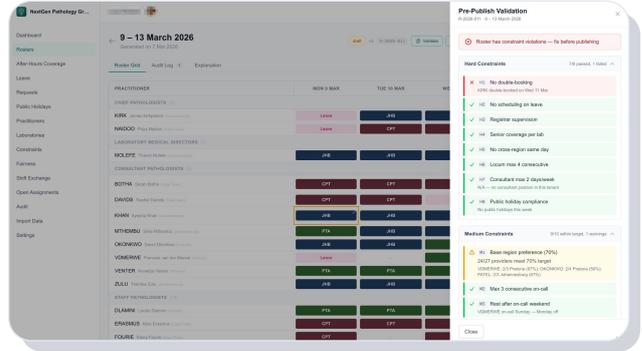
Pre-publish validation checks every constraint before your team sees the roster. Plain-language explanations tell staff exactly why they were assigned where they were.



## FEATURES NO OTHER SCHEDULING PLATFORM OFFERS

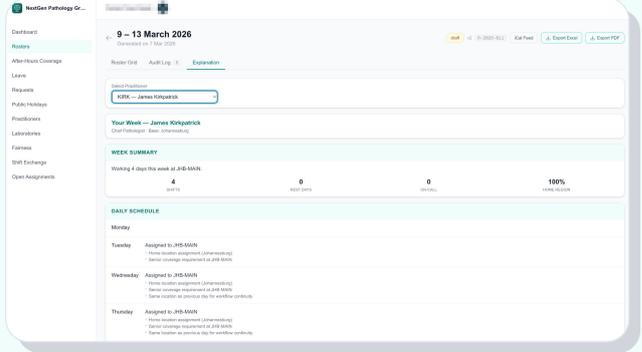
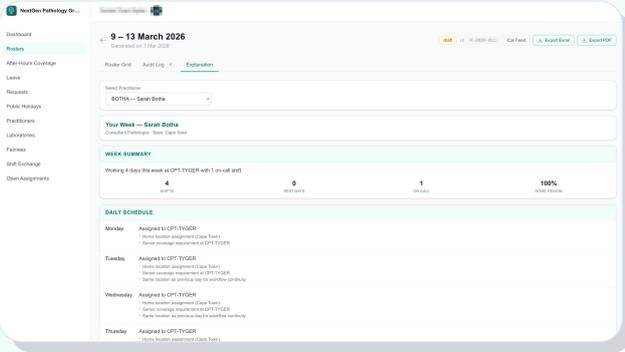
### Pre-Publish Validation

One click runs every scheduling rule against your roster. Hard constraints, coverage targets and fairness metrics are all checked before anyone sees it. No more publishing a roster only to discover a conflict.



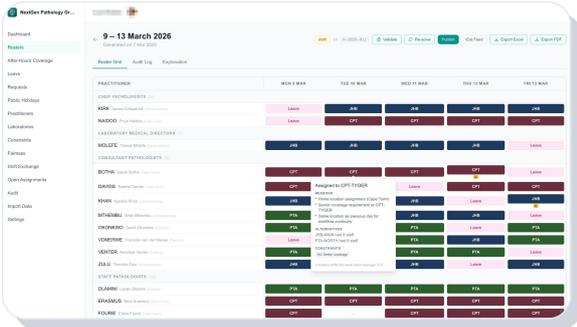
### Roster Explanations

Every roster comes with a plain-language narrative. Staff can see exactly why they were assigned to a specific location on a specific day. This transparency reduces queries and builds trust across the team.

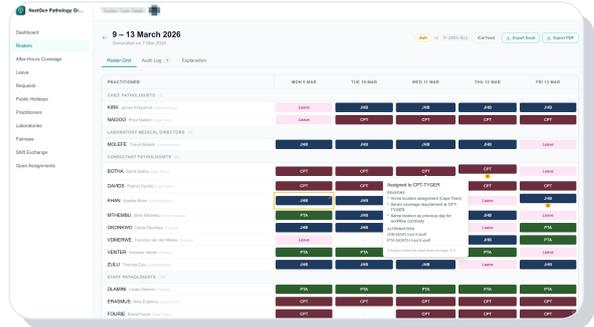


### Cell-Level Transparency

Hover over any cell to see the reasoning: home location preference, speciality coverage, senior requirements and alternatives considered.



Admin view

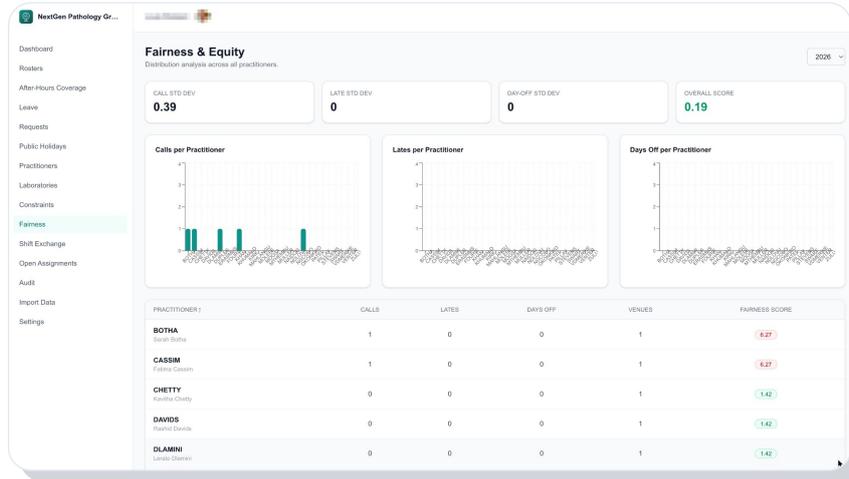


Practitioner view

## FAIRNESS, RULES AND TEAM MANAGEMENT

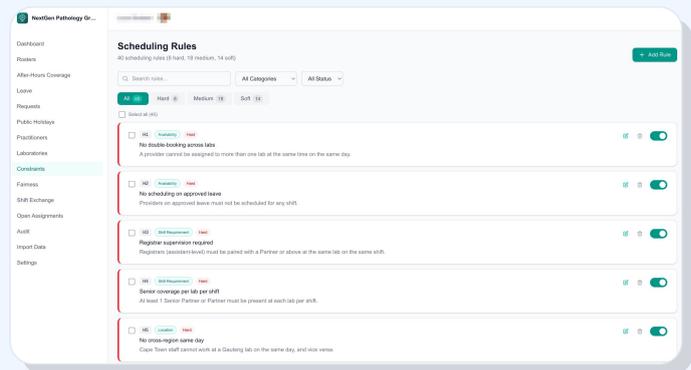
# Fairness Dashboard

Track call, weekend and shift distribution across all staff with real-time metrics. Standard deviation scores show at a glance whether workload is equitable. Every practitioner's fairness score is visible and auditable.



# Scheduling Rules Engine

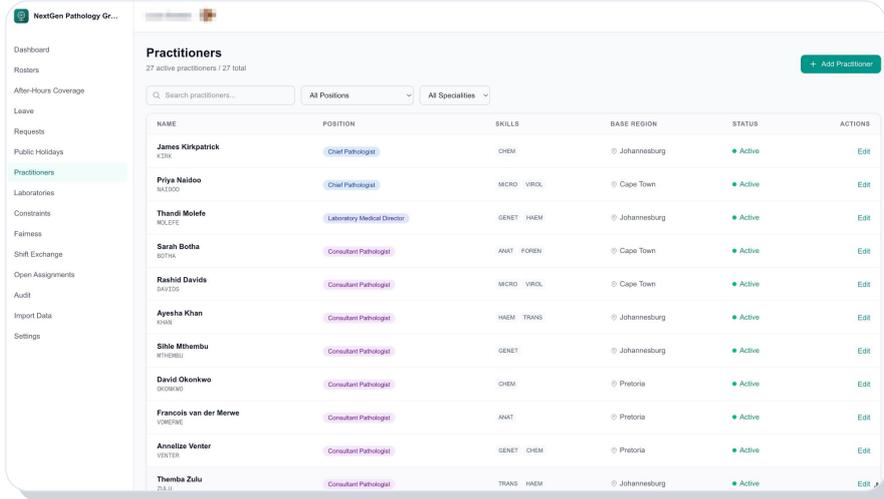
Configure up to 250 scheduling rules across three priority levels: hard constraints that must never be violated, medium constraints the solver optimises towards and soft preferences it considers when all else is equal.



## TEAM MANAGEMENT AND MANUAL CONTROL

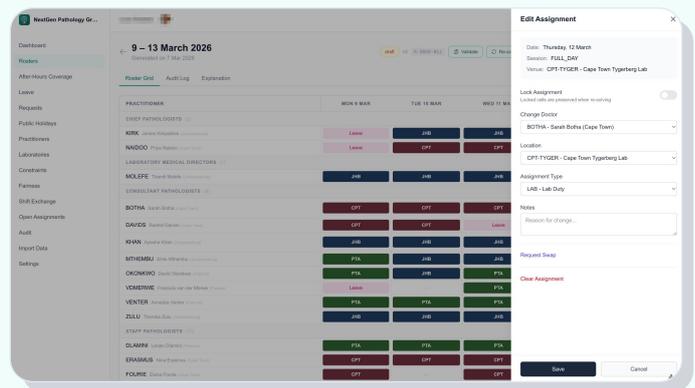
# Practitioner Management

Manage your entire team in one place. Each practitioner profile includes their position, speciality skills, base region and status. Filter and search by any attribute.



# Manual Overrides

Lock any cell to preserve your decision. Change the assigned practitioner, location or assignment type. Request a swap or clear an assignment entirely. When you re-solve, locked cells are preserved. Every override is logged in the audit trail.





# Everything you need to run fair, compliant scheduling

## ● Intelligent Scheduling Engine

Constraint-based solver handles hard rules, soft preferences and fairness targets simultaneously.

## ● Manual Overrides

Lock cells, swap practitioners, edit assignments. Re-solve preserves your decisions.

## ● Shift Exchange

Staff request swaps. The system validates rules. Managers approve with one click.

## ● Complete Audit Trail

Every change logged: who, what, when, old value, new value, reason.

## ● Fairness Dashboard

Track call, weekend and shift distribution across all staff with real-time equity metrics.

## ● Leave Management

Annual leave, conferences and study leave feed directly into roster generation.

## ● Export Everywhere

Formatted spreadsheets, PDF and iCal feeds that update automatically when rosters change.

## ● Multi-Tenant Security

Each organisation gets their own subdomain, isolated data and independent configuration.

## Built for healthcare from day one

- ✓ POPIA-aligned data handling
- ✓ Multi-factor authentication and SSO
- ✓ Enterprise-grade hosting (EU data centres)
- ✓ Complete data isolation per organisation
- ✓ Full audit trail of every change
- ✓ Your data, your subdomain, your brand

### Radiology

Multi-site consultant scheduling with modality coverage and on-call rotation.

### Pathology

Cross-lab staffing with subspecialty coverage and registrar supervision.

### Emergency

Shift-based scheduling with fatigue rules and skill-mix requirements.

### Specialist

Any multi-practitioner practice with complex scheduling constraints.

*Rostersmith adapts its vocabulary, rules and interface to your discipline. Every deployment feels purpose-built for your team.*



PRICING

# Simple, transparent pricing

Per-practitioner pricing. No hidden fees. 14-day free trial. Save 20% with annual billing.

**Starter**  
For smaller practices

**R249**  
/practitioner/month (excl. VAT)

R199/mo billed annually  
R12 500 onboarding

MOST POPULAR

**Professional**  
For growing practices

**R410**  
/practitioner/month (excl. VAT)

R328/mo billed annually  
R25 000 onboarding

**Business**  
For multi-site orgs

**R549**  
/practitioner/month (excl. VAT)

R439/mo billed annually  
R45 000 onboarding

**Enterprise**  
For large groups

**Custom**

Contact us  
Custom onboarding

## Feature comparison

Feature	Starter	Professional	Business	Enterprise
Practitioners	Up to 10	Up to 30	Up to 50	Custom
Locations	Up to 5	Up to 15	Up to 30	Custom
Scheduling rules	Up to 30	Up to 100	Up to 250	Custom
Admin / viewer seats	Unlimited	Unlimited	Unlimited	Custom
Scheduling engine	✓	✓	✓	✓
Spreadsheet and PDF export	✓	✓	✓	✓
Email notifications	✓	✓	✓	✓
iCal feeds	—	✓	✓	✓
Fairness dashboard	—	✓	✓	✓
Shift swaps	—	—	✓	✓
Version history	—	—	✓	✓
Global audit trail	—	✓	✓	✓
Onboarding fee	R12 500	R25 000	R45 000	Custom
Support	Email	Priority	Priority	Custom

[Full pricing comparison at rostersmith.co.za/pricing](https://rostersmith.co.za/pricing)



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## See Rostersmith in action

Book a 20-minute demo and we'll show you how Rostersmith handles your specific scheduling challenges.

[Request a Demo](#)

### Get in touch

**Email**

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**Website**

[rostersmith.co.za](https://rostersmith.co.za)

**Pricing details**

[rostersmith.co.za/pricing](https://rostersmith.co.za/pricing)

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