WorkTime: A HIPAA-Safe Monitoring Solution for Healthcare Workplaces - Without Compromising Privacy

WorkTime Is HIPAA-Exempt

WorkTime is **HIPAA-exempt** because it does **not process, store, or transmit any Protected Health Information (PHI)**. It is designed for productivity monitoring only — not for handling patient data or accessing Electronic Health Records (EHR).

Why WorkTime is HIPAA-exempt:

🟢 Does **not collect or store PHI**

🟢 Does **not access EHR systems**

🟢 **No Business Associate Agreement (BAA)** is required

🟢 Focuses **only on productivity-related data**

WorkTime is built with privacy and compliance in mind. It respects workplace boundaries and avoids collecting any sensitive medical or personal information.

PHI-Safe Mode for Extra Protection

Even though WorkTime is HIPAA-exempt, it offers a **PHI-safe mode** (included in the Enterprise plan) to eliminate any risk of **indirect PHI collection**, such as from:

- Website URLs

- Window titles in apps or browsers

When PHI-safe mode is enabled:

- Sensitive data exposure risks are minimized

- Optional data like window titles and full URLs are disabled or limited

PHI-safe mode is not only for **risk-averse customers**, but also for **global regulatory alignment** (e.g., GDPR or internal audits).

PHI-safe mode is also valuable for organizations that follow strict internal compliance standards or operate globally under multiple data protection laws.

What WorkTime Records (Performance KPIs Only)

✅ Monitored	Description
User login name	Used to identify users & seat count
Computer name & IP	Helps detect in-office vs remote work
System events	Login, logout, sleep, etc.
Keyboard/mouse activity	Tracks active vs idle time
Video/microphone usage	Detects online meeting time (no content recorded)
Application names	Optional; can be classified as productive/unproductive
Website domains/subdomains	Optional; **partially disabled in PHI-safe mode**
Window titles	Optional; **disabled in PHI-safe mode**
Duration of activity	How long apps/sites/devices are used
Screen area usage (%)	% of screen occupied by each app/site
Number of apps/sites	Helps measure distraction level

What WorkTime Does NOT Record

❌ Not Monitored	Reason
Keystroke content	No typing content is recorded
Screenshots	No screen images are taken
Video & Audio	No recordings of webcam or mic
Document/chat/email content	All content is excluded
Passwords or webform data	Not recorded or accessed

Non-Invasive by Design. Compliance-Safe by Default.

- **No spying**: No content, no screenshots, no keystrokes.

- **Focused on performance**: Attendance, active time, productivity.

- **HIPAA & GDPR-safe**: Both privacy standards fully supported.

- **Designed for transparency**: Employers are encouraged to share monitoring policies, goals, and reports with their teams.

Non-invasiveness leads to transparency. Transparency builds trust. Trust drives productivity.

WorkTime vs Invasive Monitoring Tools

Feature/Aspect	WorkTime (Green Monitoring)	Invasive Monitoring Tools
HIPAA Compliance	🟢 HIPAA-exempt & compliant	🔴 May require HIPAA controls
PHI-safe Mode	🟢 Yes - optional for added protection	🔴 Rarely offered or unreliable
Keystroke Logging	❌ Not recorded	✅ Often recorded
Screenshot Capturing	❌ Not recorded	✅ Often recorded
Privacy Protection	🟢 100% privacy-safe	🔴 Privacy-compromising

Employee Transparency	🟢 Fully transparent	🔴 Often hidden or unclear
Content Recording (docs, emails)	❌ Not recorded	✅ May be captured
Focus on Productivity KPIs Only	🟢 Attendance, active time, productivity	🔴 Mixed with private or irrelevant data
Storage Use	🟢 Minimal — no screenshots, no video	🔴 Very high — up to 9.5 GB/month for 10 employees
Anti-virus Compatibility	🟢 Fully compatible	🔴 May trigger conflicts or be flagged as spyware
Impact on Team Trust	🟢 Builds trust and engagement	🔴 Reduces trust, can lead to higher turnover
Monitoring Customization	🟢 Flexible and configurable	🔴 Often rigid and overreaching

Resources & Support

- Marketing materials
- Legal compliance: HIPAA, GDPR, PIPEDA, POPIA
- Green, non-invasive employee monitoring
- What's recorded & not recorded
- Blog:
    - 41 Questions on U.S. Monitoring Laws
    - 41 Questions on UK Laws
    - 23 Questions on South African Laws
    - 12 Questions on Australian Laws
- Announcement templates
- Employee monitoring policy samples
- Employee handbook

Try WorkTime Now – 14 Days Free on the Enterprise Plan

Experience privacy-first, performance-focused monitoring.
Questions? We're here to help - **info@worktime.com**   **1-877-717-8463**