

RESTAURANT

LABOR COST OPTIMIZATION

WORKSHEET



Tackle the restaurant labor shortage with smarter systems, not just more staffing.

Use this worksheet to pinpoint where your labor costs are slipping, prioritize cost-saving actions, and build a stronger team amid industry-wide shortages.

1. Quick Assessment: What's Your Labor Risk?



Answer the questions below to assess your labor cost visibility, flexibility, and retention strategy.

QUESTION	NO	YES	1 = Not at all, 5 = Absolutely				
Do you know your current labor cost as a % of sales ?	<input type="radio"/>	<input type="radio"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>
Can you identify which roles or shifts have the highest turnover?	<input type="radio"/>	<input type="radio"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>
Do you schedule based on forecasted sales or traffic patterns ?	<input type="radio"/>	<input type="radio"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>
Are there retention incentives tied to tenure or performance ?	<input type="radio"/>	<input type="radio"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>
Have you automated any front- or back-of-house labor (e.g., loyalty, online ordering, scheduling)?	<input type="radio"/>	<input type="radio"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>

Current average labor cost (% of sales): %

Turnover rate (if known): %

2. Prioritize – ABC Labor Optimization Levers



Use the tables below to prioritize labor-saving strategies. Focus on high-impact “A” items, then layer in “B” and “C” as time and resources allow.

A High-Impact Labor Cost Levers

These directly reduce cost or solve root-cause labor shortages.

	ACTION	OWNER	DUE DATE	SUCCESS METRIC
<input type="radio"/>	Automate scheduling based on historical sales and weather trends			Reduce unneeded shifts by ____%
<input type="radio"/>	Cross-train staff to cover multiple roles			Fill X% of callouts internally
<input type="radio"/>	Reduce FOH labor by expanding online ordering/kiosk usage			Shift mix to 30% digital orders
<input type="radio"/>	Use data to track early/late punches & eliminate time theft			Save \$____/mo on off-schedule hours
<input type="radio"/>	Add retention-based rewards (e.g., 3-, 6-, 12-month milestones)			Retain X% of new hires past 6 months
<input type="radio"/>	Replace manual tip distribution with automated tracking			Reduce disputes & turnover risk



Paytronix clients who automate loyalty, ordering, and scheduling often reduce avoidable labor costs by 5–10%.

B Medium-Impact Levers

Helpful actions that support morale, reduce friction, or boost short-term retention.

	ACTION	OWNER	DUE DATE	SUCCESS METRIC
<input type="radio"/>	Offer shift bonuses during high-need dayparts			Improve coverage on ___% of short-staffed shifts
<input type="radio"/>	Add referral bonuses for new hires who stay 90+ days			Increase quality applicants by ___%
<input type="radio"/>	Share team performance stats transparently			Boost engagement score by ___%
<input type="radio"/>	Conduct 15-minute onboarding sessions per role			Reduce training time to under ___ hours
<input type="radio"/>	Use loyalty data to identify top guest-facing staff			Recognize top 3 servers monthly
<input type="radio"/>	Reduce friction in tip reporting or end-of-shift wrap-up			Save ___ minutes per shift x ___ shifts

C Low-Impact or Optional Levers

These are good for team culture and personalization — but may not move the margin needle directly.

	ACTION	OWNER	DUE DATE	SUCCESS METRIC
<input type="radio"/>	Create a team wall or “employee of the week” space			Improve staff morale feedback score
<input type="radio"/>	Let staff vote on uniforms or playlists			Boost participation rate by ___%
<input type="radio"/>	Celebrate mini-milestones (100 shifts, 500 orders served)			Reduce early attrition by ___%
<input type="radio"/>	Use staff-only mobile app for open shifts, feedback			Increase shift coverage without extra admin
<input type="radio"/>	Offer fun, low-cost perks (snacks, crew shoutouts)			Improve team NPS or feedback surveys

3. Your 30-Day Action Plan



Choose three labor actions from Section 2 that will drive the most value now.

ACTION	OWNER	LAUNCH DATE	CHECK-IN DATE



What's one thing you could stop doing today that wastes time or staff energy?

4. Bonus Calculator: What's 1% Labor Savings Worth?



Even small labor cost savings add up fast. Use this calculator to visualize what a 1% improvement would mean for you.

CURRENT LABOR COST			LABOR COST LOWERED BY 1%	
Current Monthly Labor Cost	<input type="text"/>	→	<input type="text"/>	New Monthly Labor Cost
Current Labor Cost %	<input type="text"/>	→	<input type="text"/>	Monthly Savings
Monthly Sales	<input type="text"/>	→	<input type="text"/>	12-Month Impact



Example: If you do \$150,000/month in sales and cut labor cost from 32% to 31%, that's \$1,500 saved every month — or \$18,000/year.

5. Next Step: Focus on Guests, Not Spreadsheets



Ready to stop firefighting labor issues and start scaling smarter?

SEE HOW OUR SUITE OF TOOLS HELPS YOU:



Minimize long-term labor costs

with clear strategy.



Automate low-value tasks

like loyalty, ordering, and feedback collection.



Retain top team members

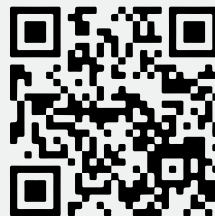
with smarter systems.



Focus on serving guests and growing careers

what really matters.

Book a personalized demo of the Paytronix platform today!



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