

BGMC STAFFING UPDATE

3/30/2017

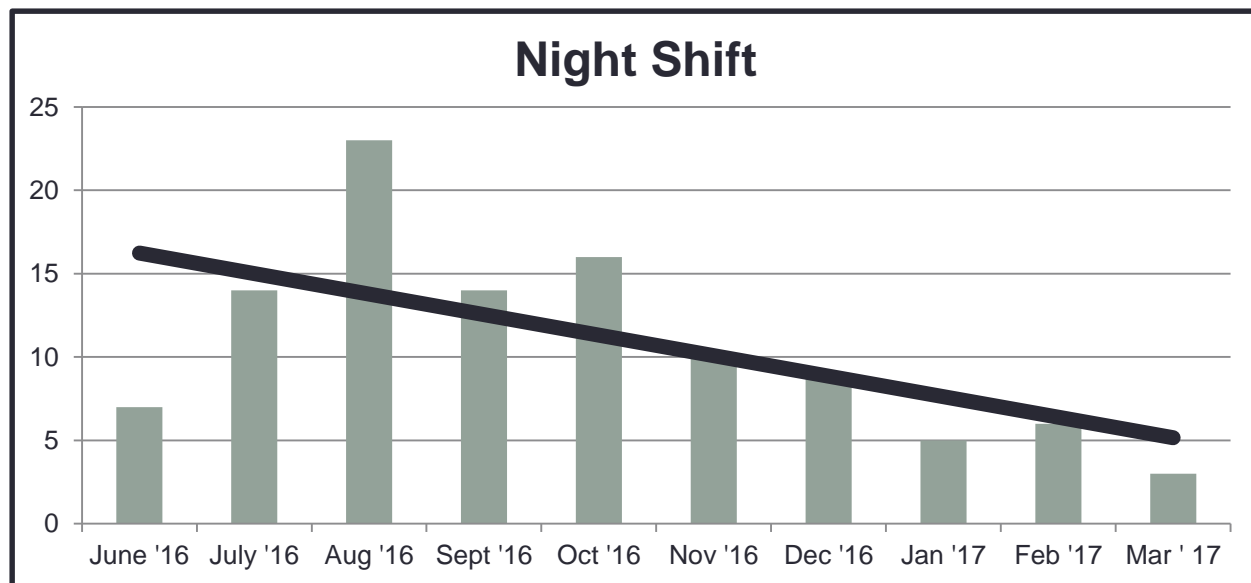
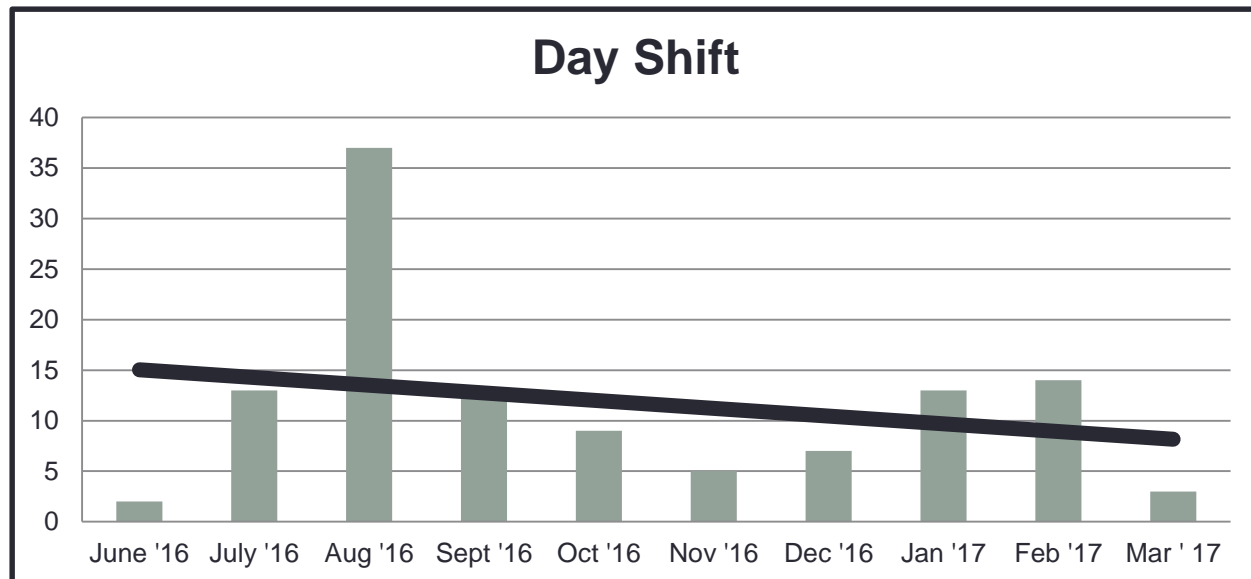
Slide Overview

- Each unit will contain a plan that includes:
 - Current vacancies
 - Current orients
 - New hires since June
 - Agency staff
- The graphs will depict the number of nurses short per month.
- Review surveys completed and lessons learned
- Share next steps

16 N/S

The Plan:

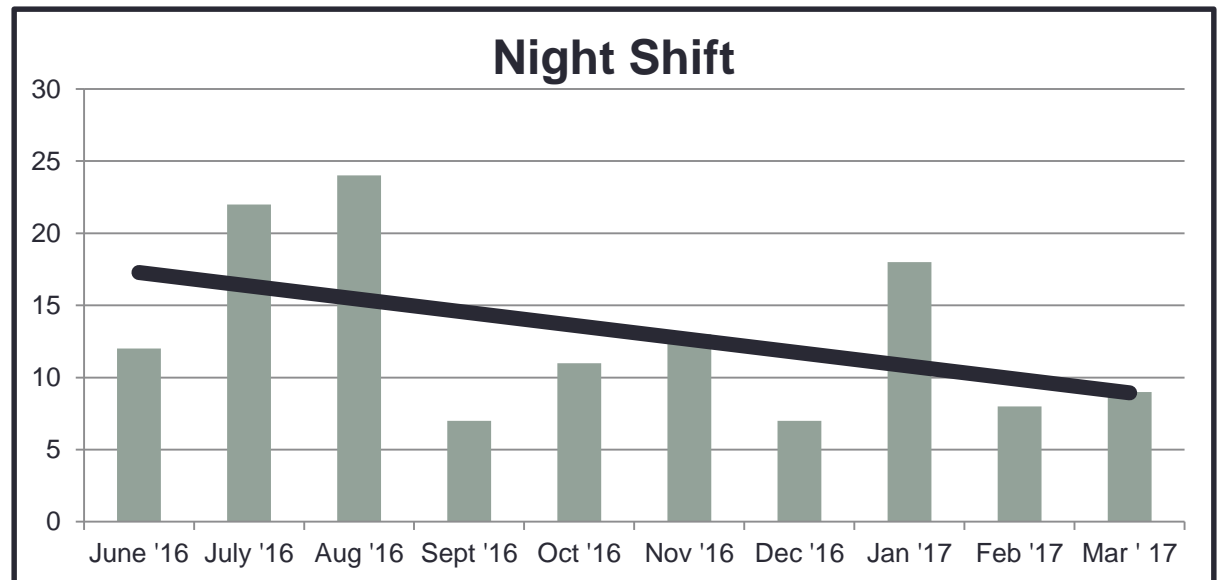
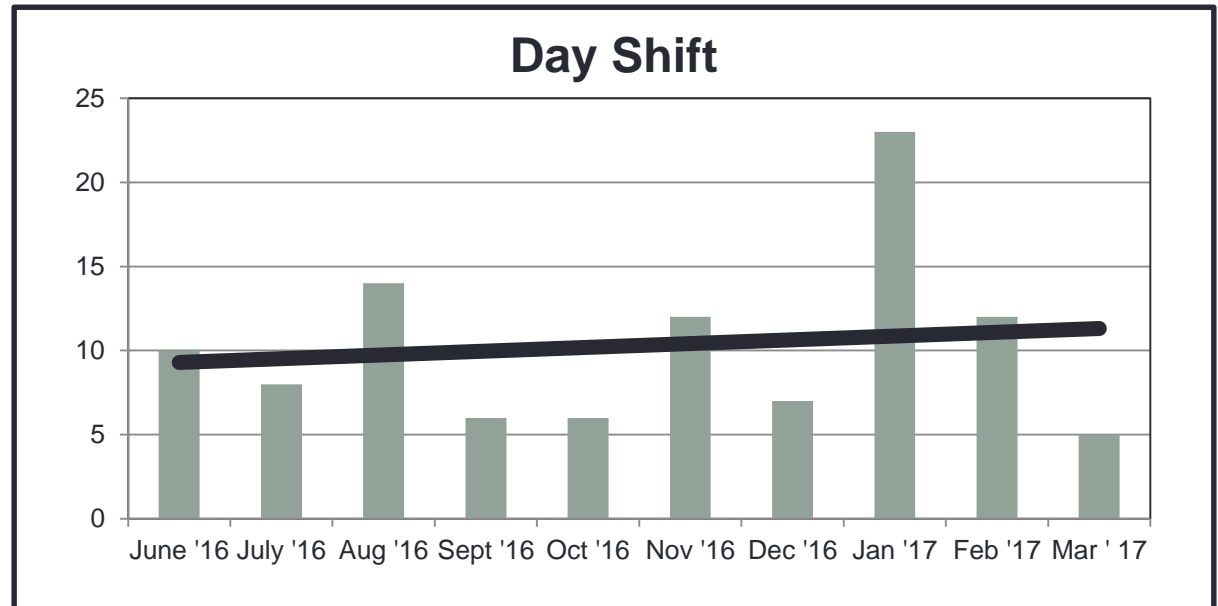
- .96 Day Shift Enhanced Position
- 3 Current Vacancies on nights- recruitment efforts ongoing
- 1 RN Orient started 3/6
- 11 external hires since June



15N

The Plan:

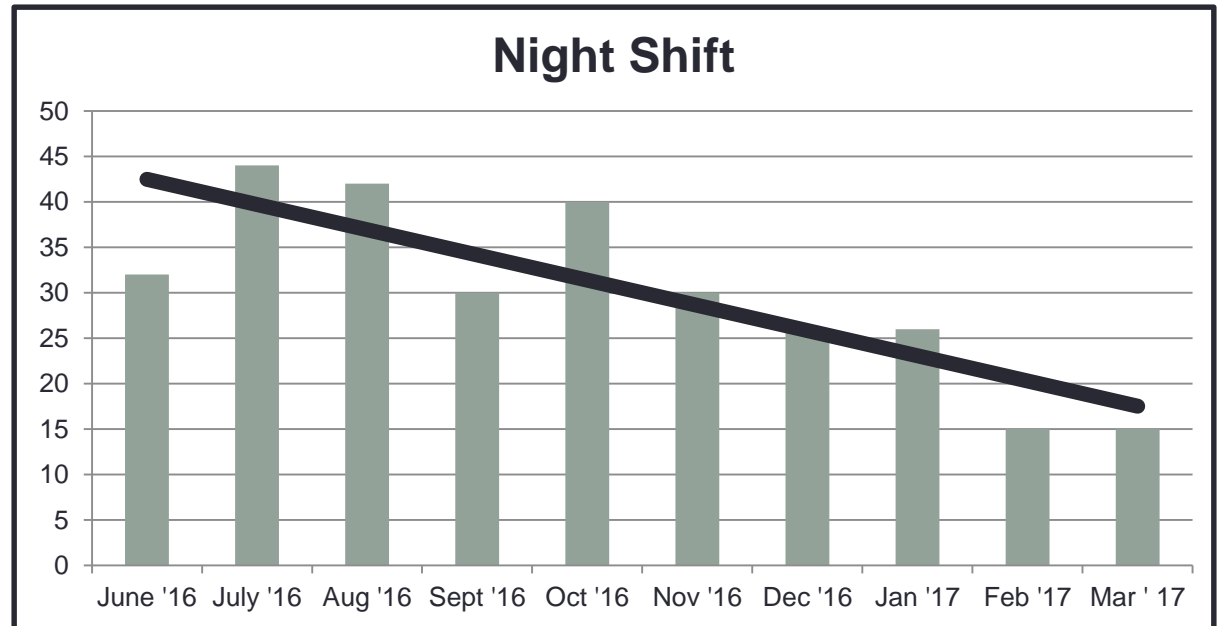
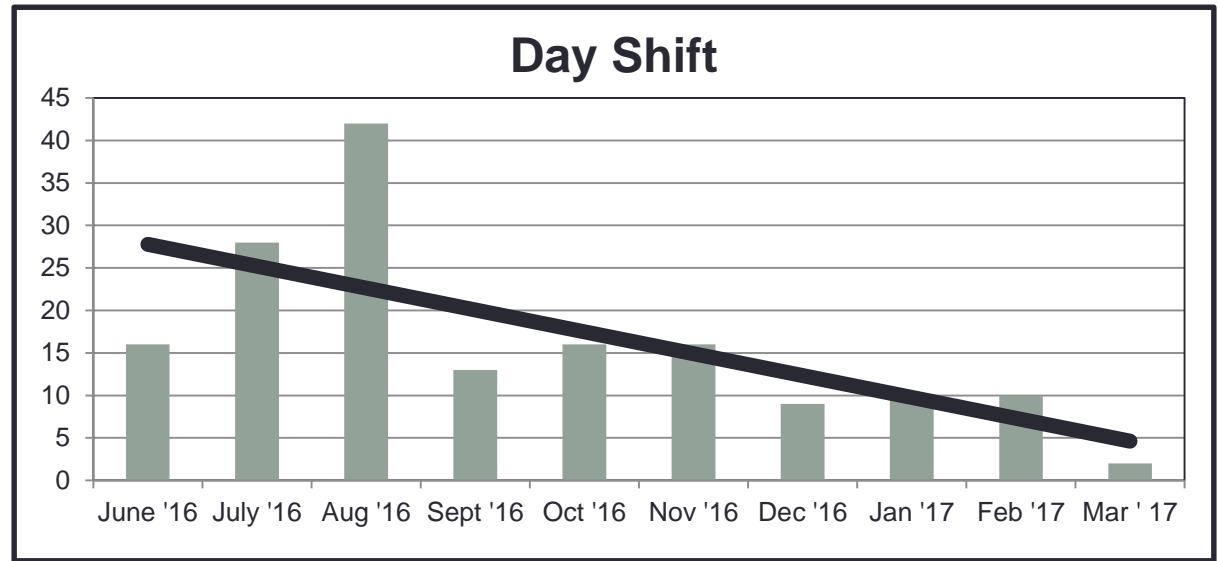
- Further supporting staffing adds in the float pool to ensure coverage for numerous DBLs that may occur unexpectedly
- 4 External Hires since June



15S

The Plan:

- PT Day Enhanced Position
- FT Night Enhanced Position
- 2 FT Night orients finishing up around 4/17
- 1 FT Night Orient starting 4/3
- Ongoing recruitment for PT Night RN
- 16 External hires since June

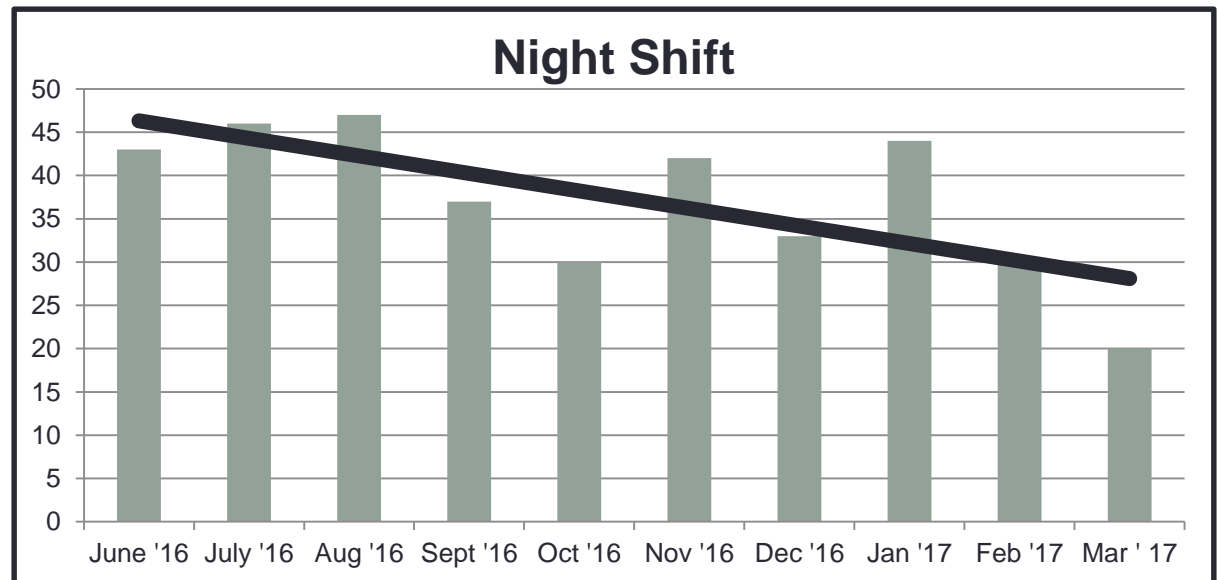
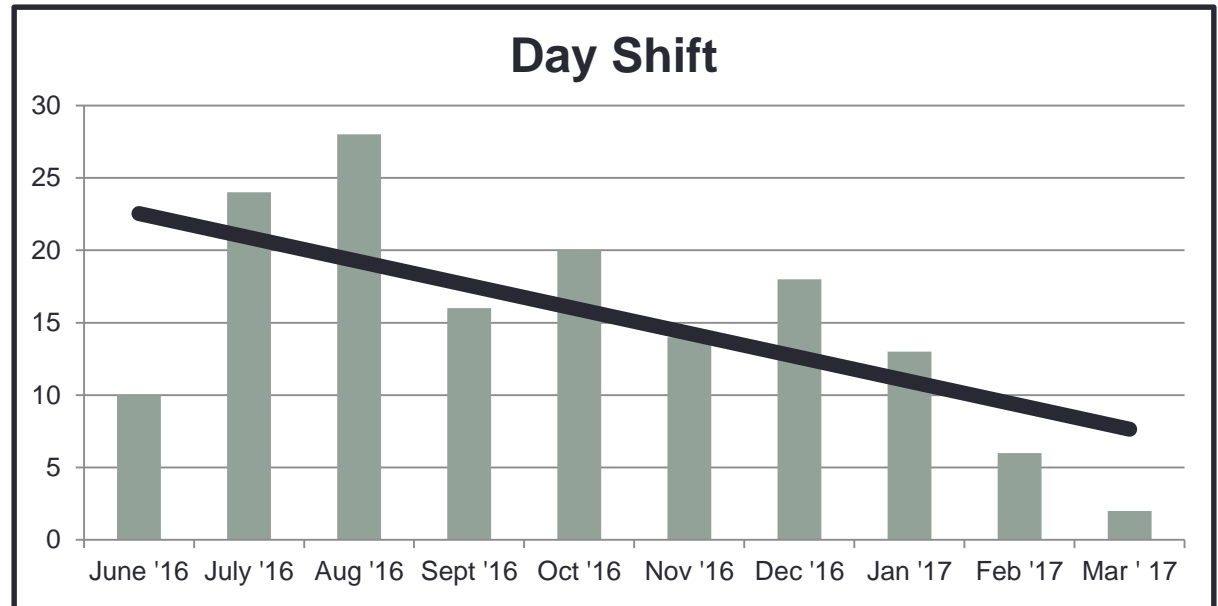


14N

The Plan:

- FT Day RN Enhanced Position Posted
- FT Day RN Vacancy posted and recruiting
- 2 FT and 1 PT Night RN Enhanced Positions Posted
- 1 FT Night RN Vacant and ongoing recruitment
- 4 RNs orienting on nights

- 16 External Hires since June

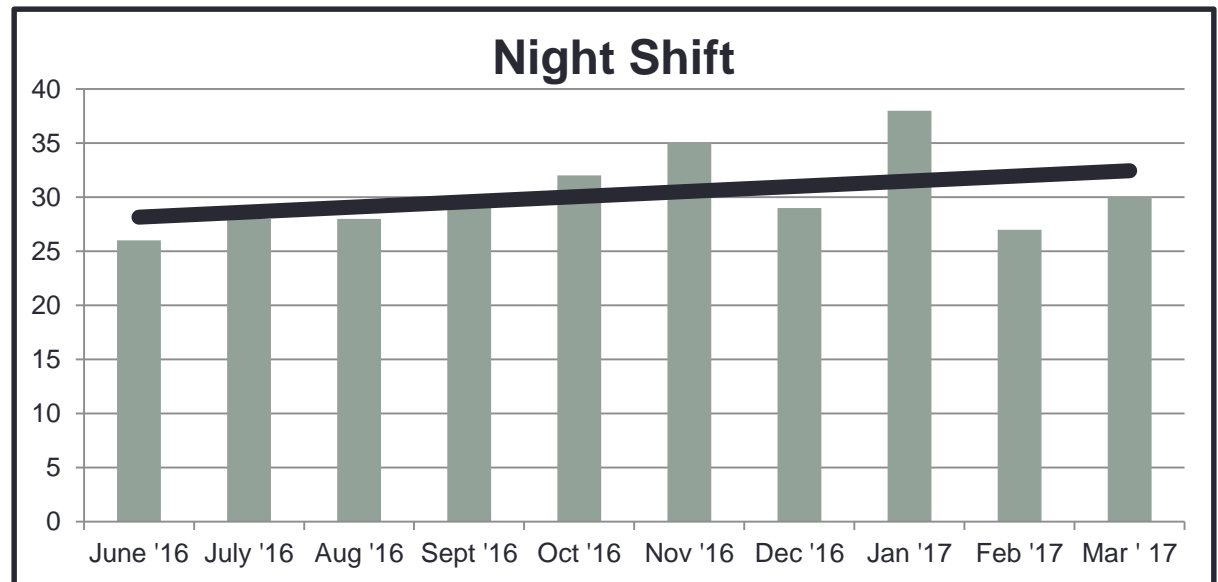
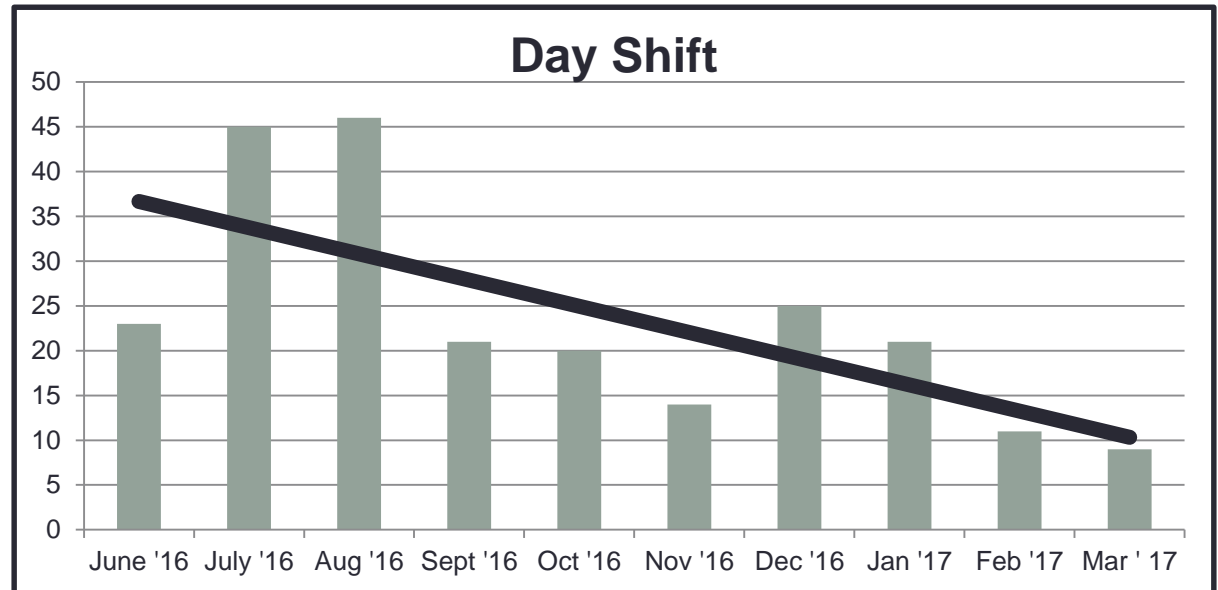


14S

The Plan:

- 2 FT Night RN Enhancement Positions Posted
- 3 orients on night shift
- Ongoing recruitment for 1 FT Night RN
- Additional New positions to come on both days and nights

- 18 External Hires since June

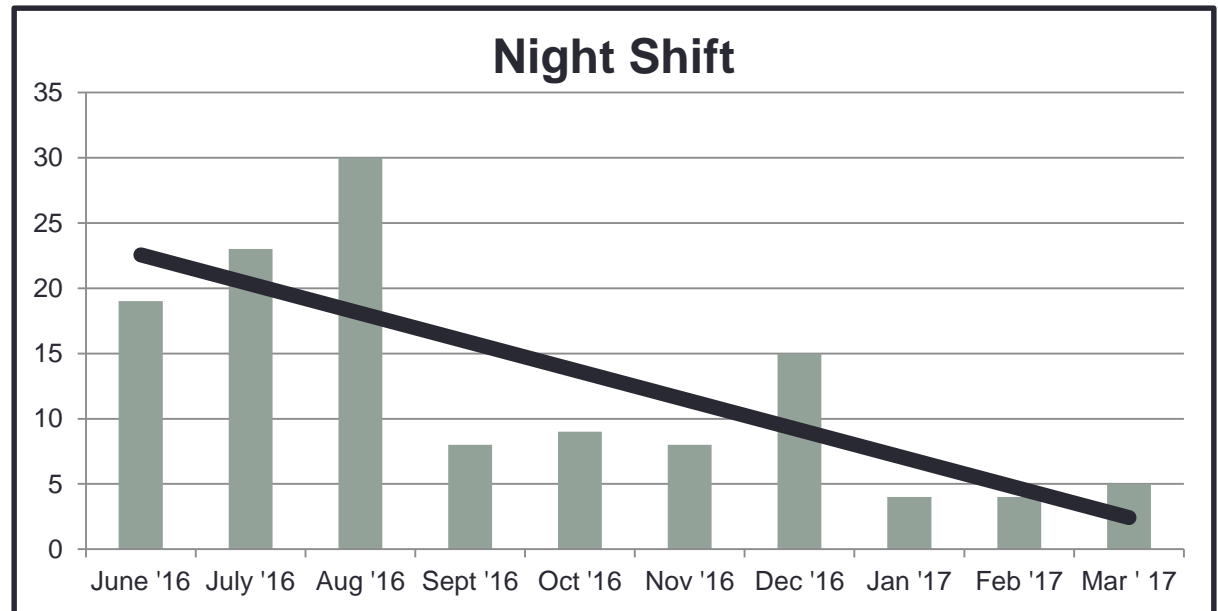
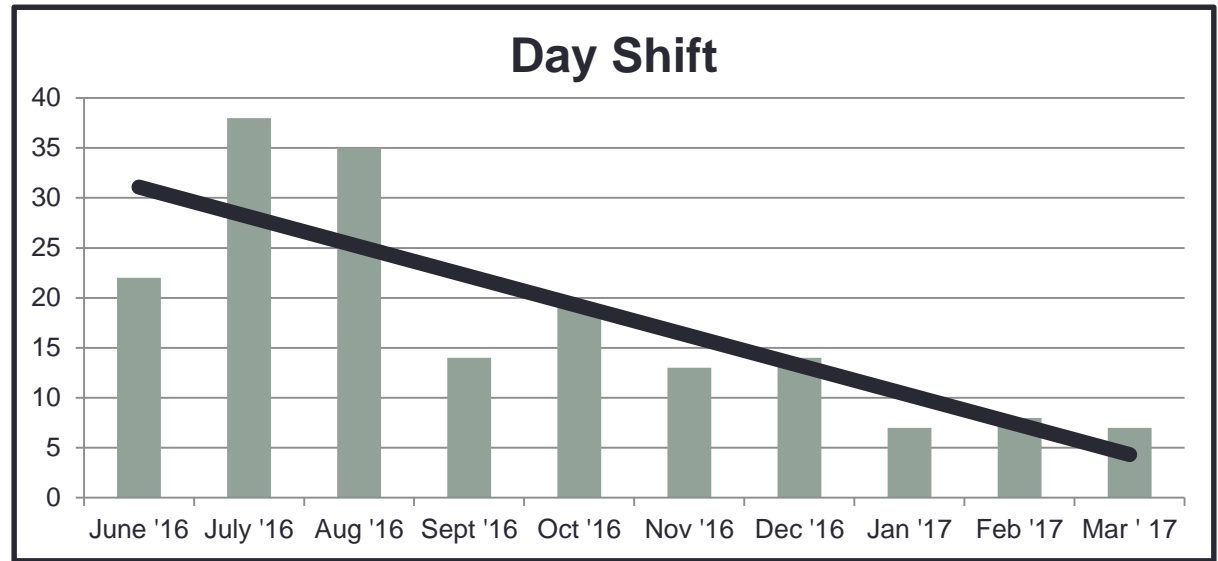


13N

The Plan:

- 1 FT Day RN Enhanced Position
- 2 FT, 1 PT Night RN Enhanced Positions
- 1 FT Night Orient
- Ongoing recruitment for PT night RN

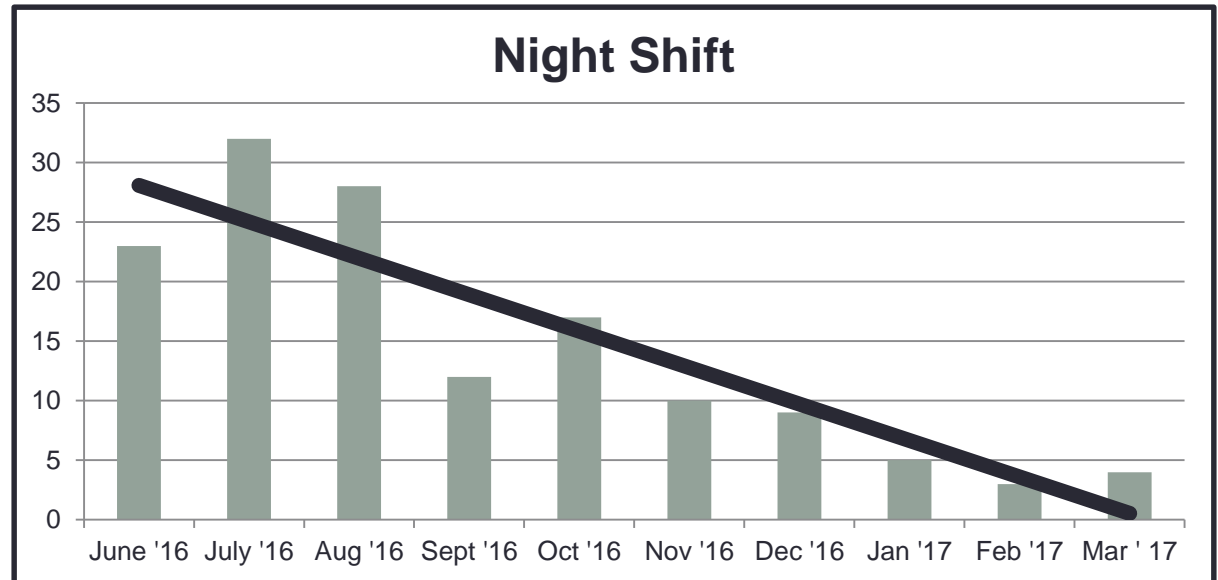
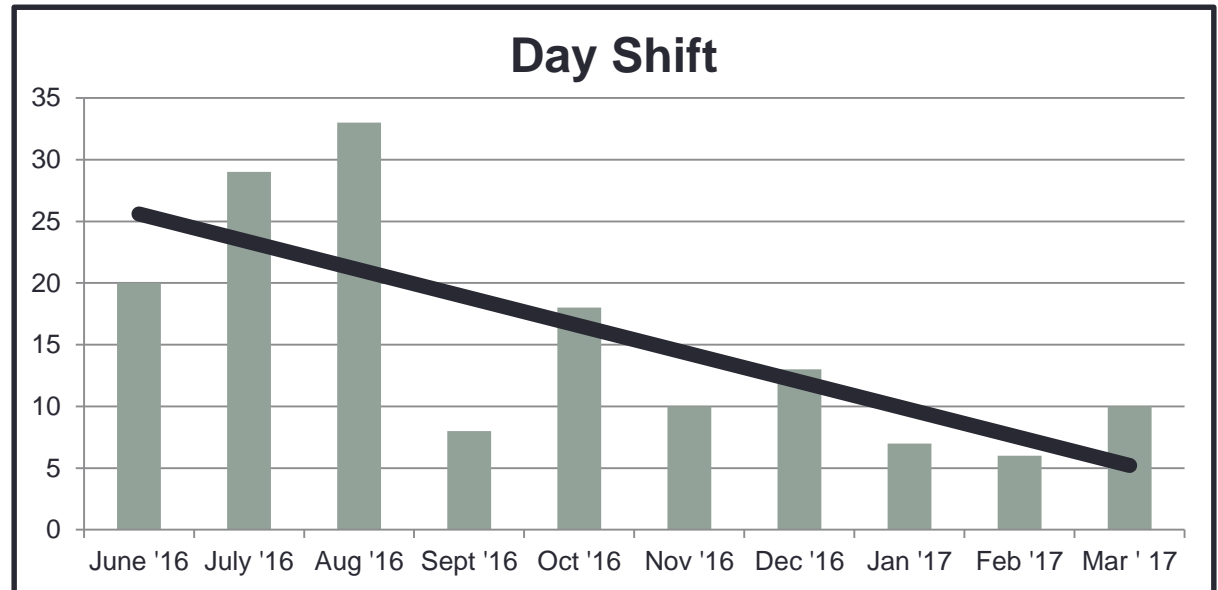
- 14 External Hires since June



13S

The Plan:

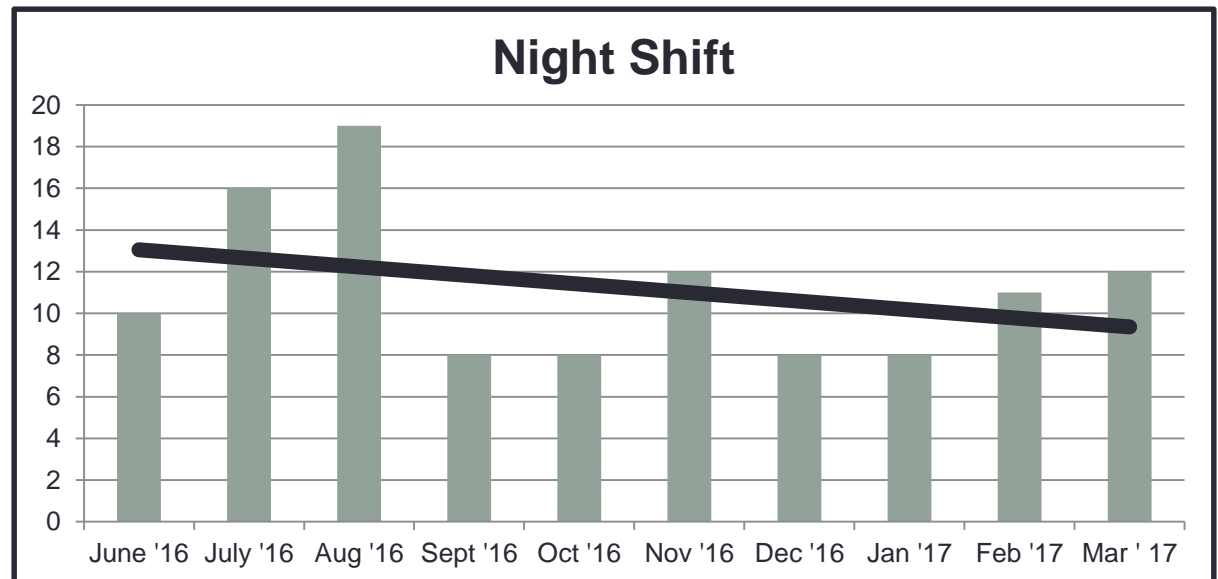
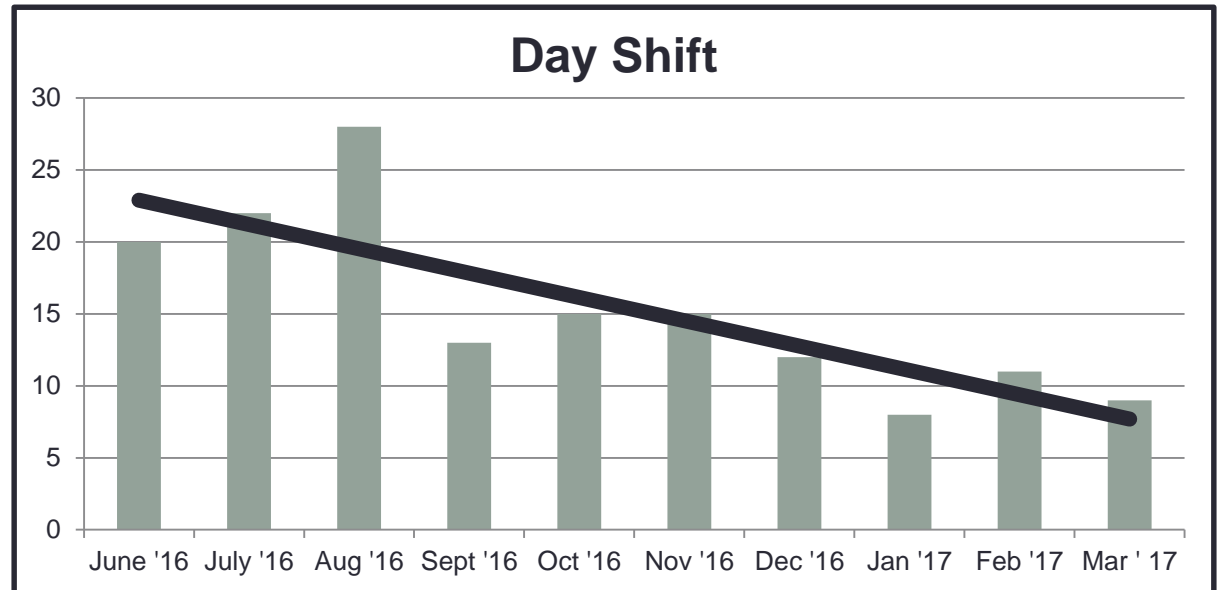
- Ongoing recruitment for 1 FT and 1 PT Day RN
- 3 FT Night RN Enhanced Positions Posted
- Ongoing recruitment for 1 FT and 1 PT night RNs
- 1 FT Night RN Orienting
- 10 External Hires since June



10N

The Plan:

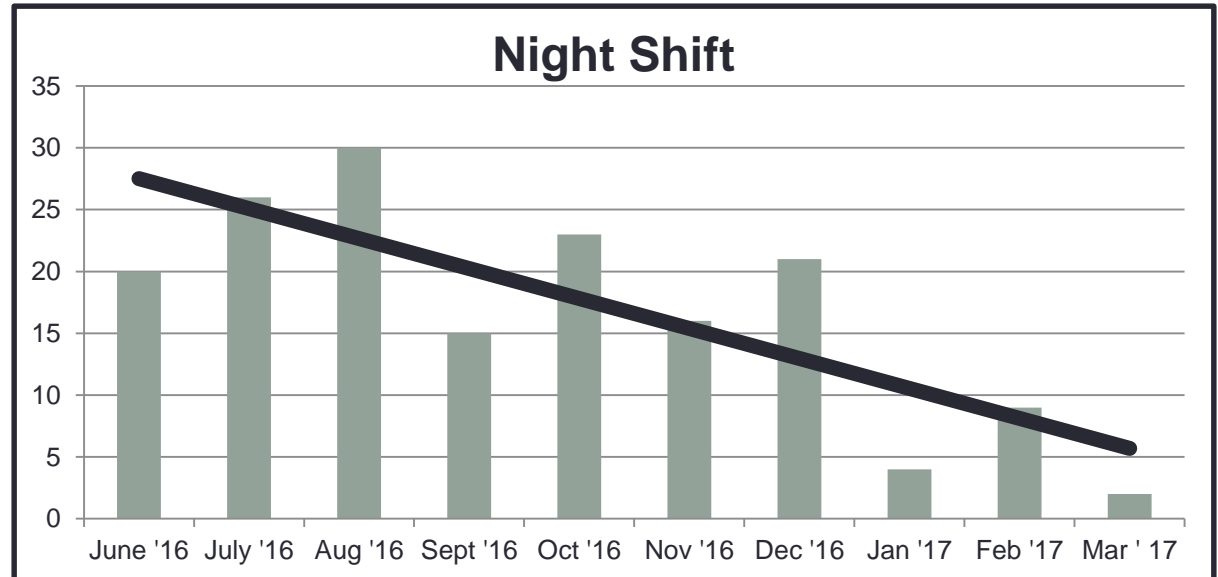
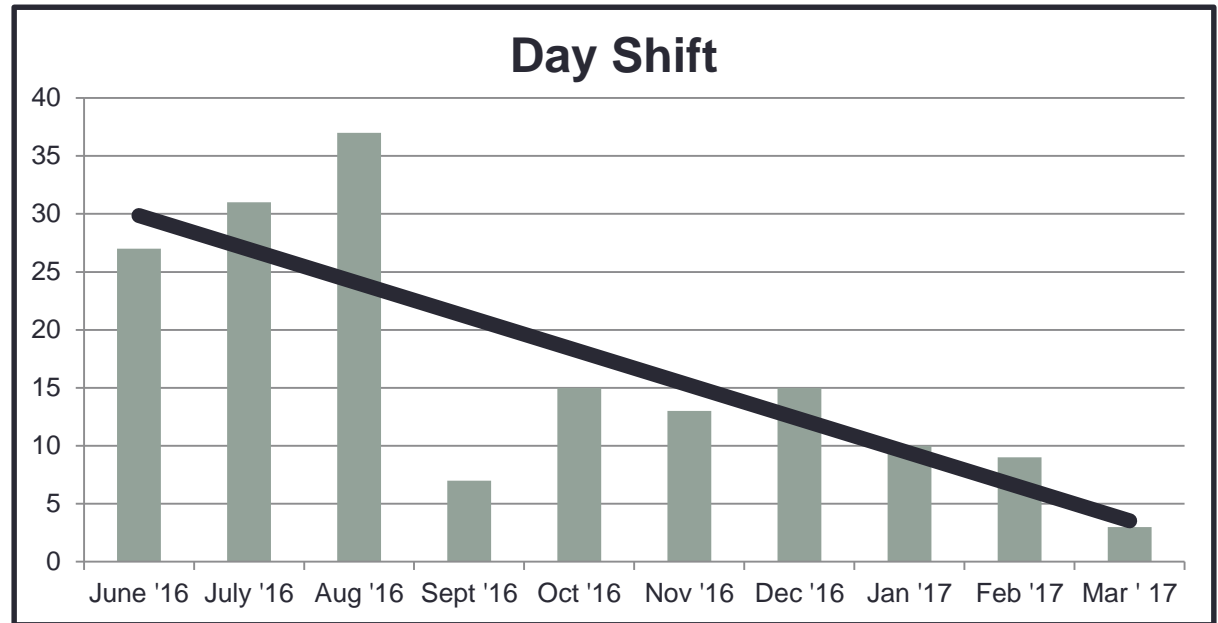
- Ongoing recruitment for 1 FT Day RN
- 1 FT Day RN orienting
- 1 FT Day RN Enhanced Position
- Ongoing recruitment for 2 FT Night RNs
- 1 FT and 1 PT RN orienting
- 2 FT RN Enhanced Staffing Positions Posted
- 12 External Hires since June



10S

The Plan:

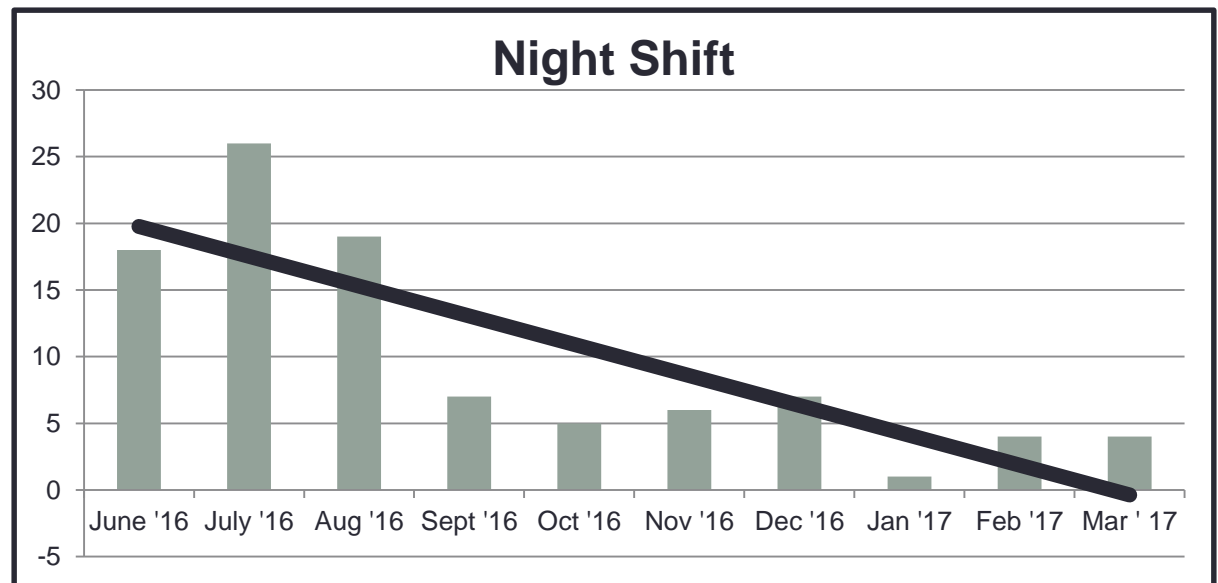
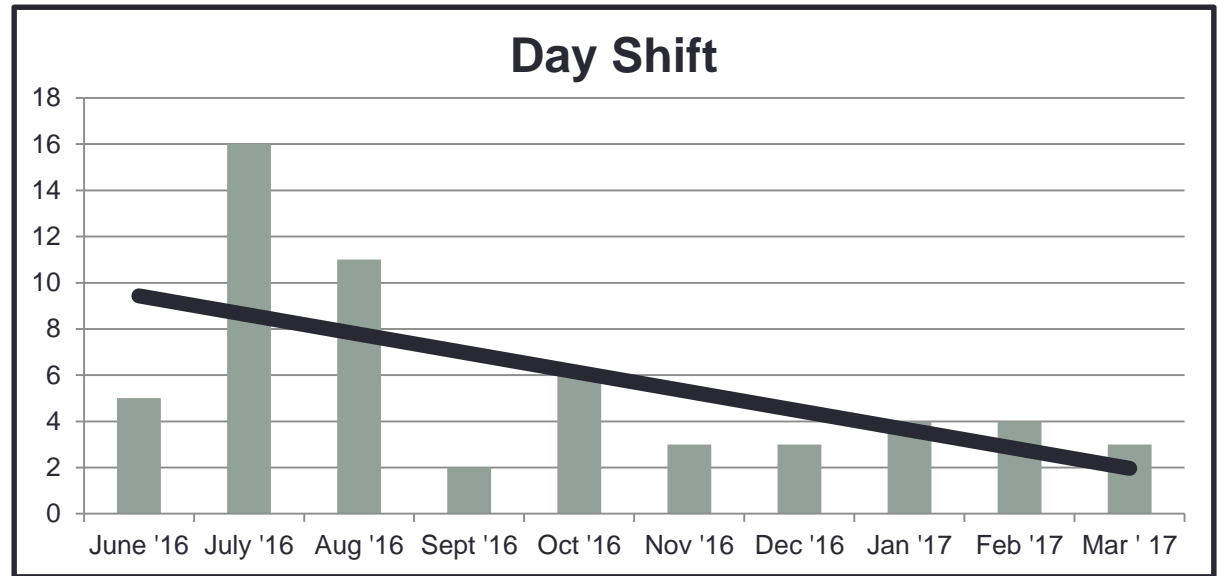
- Ongoing recruitment for 1 PT Day RN
- 2 FT Day RN Enhanced Positions Posted
- 3 FT Night RN Enhanced Positions Posted
- 15 External Hires since June



9S

The Plan:

- Ongoing recruitment for 1 FT Day RN
- 2 FT Day RN Enhanced Staffing Positions Posted
- Ongoing recruitment for 1 FT Night RN
- 1 FT Night RN orientee
- 5 External Hires since June

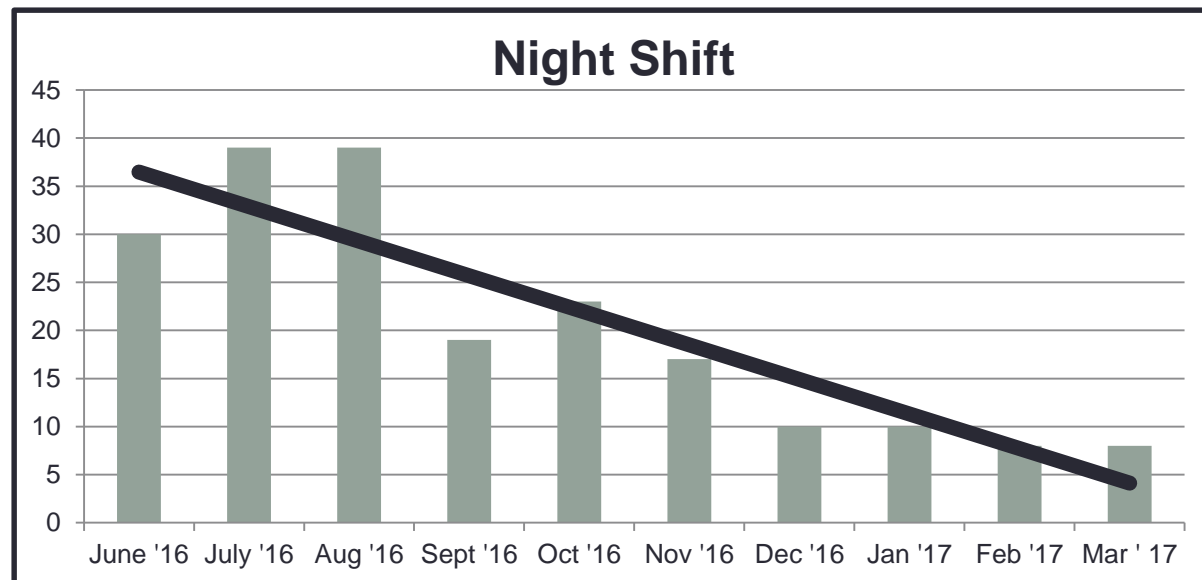
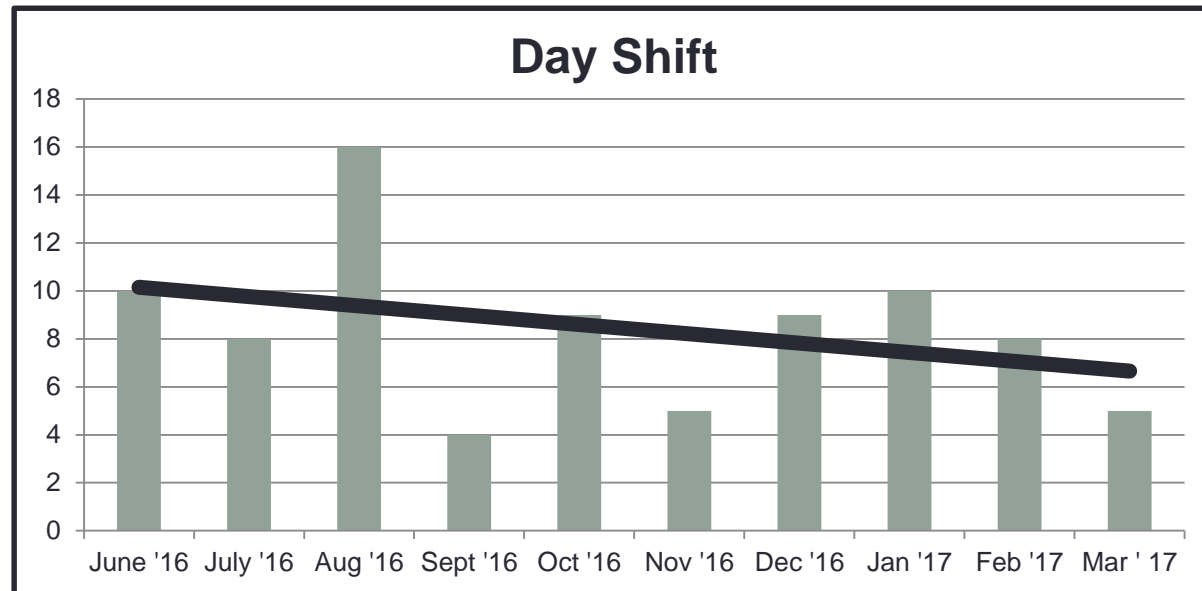


4N

The Plan:

- Ongoing recruitment for 1 FT Day RN
- 1 PT Day RN Orient
- 1 FT Night RN orient

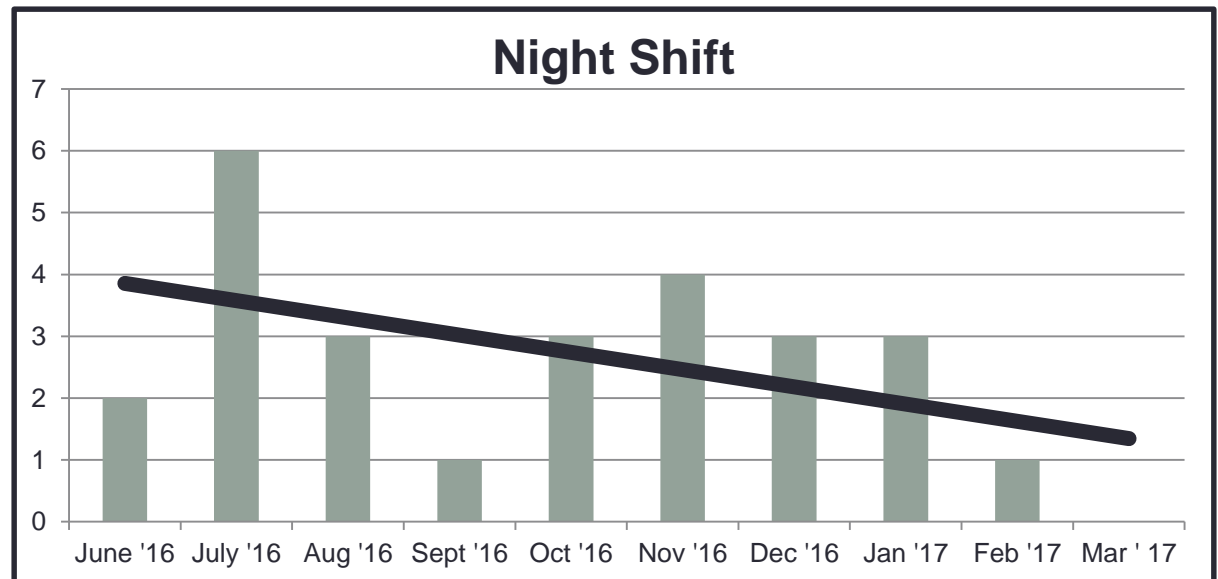
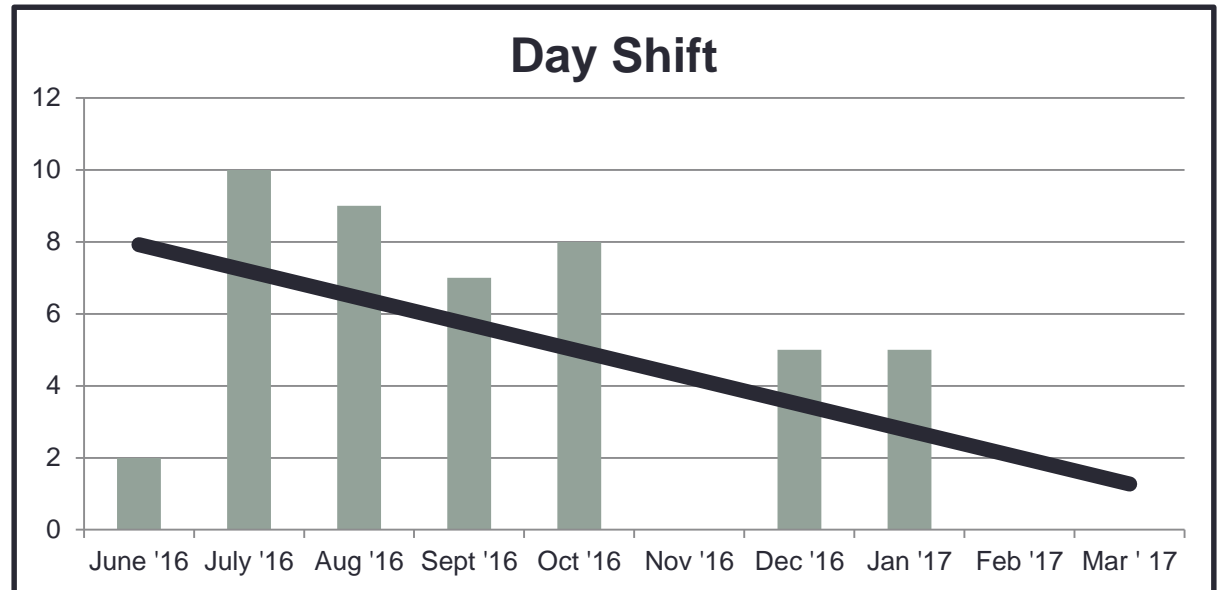
- 6 External RN Hires since June



MRU

The Plan:

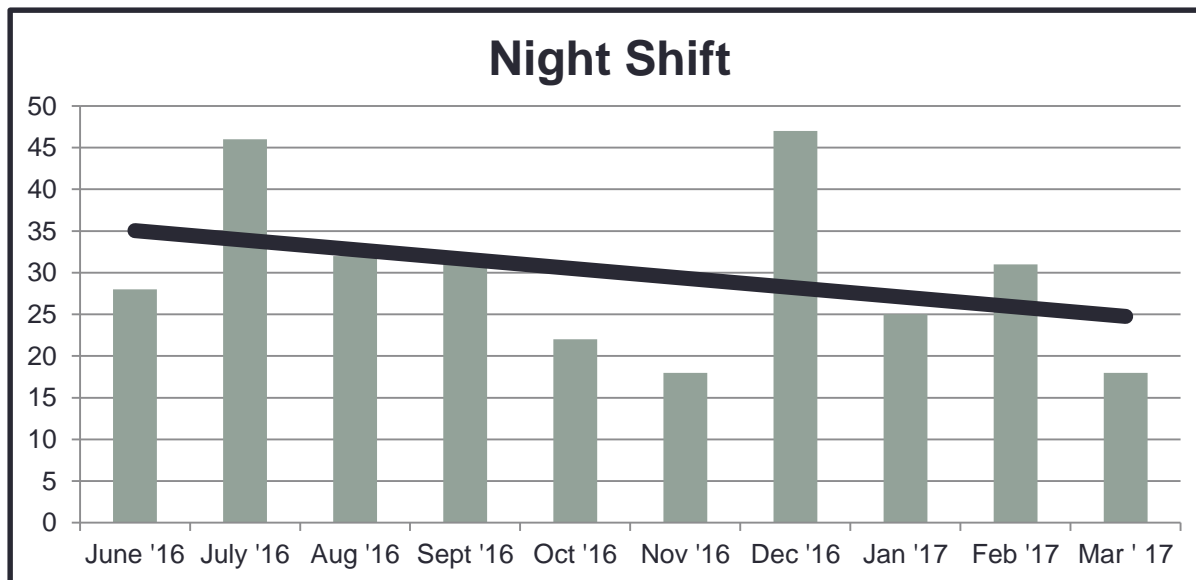
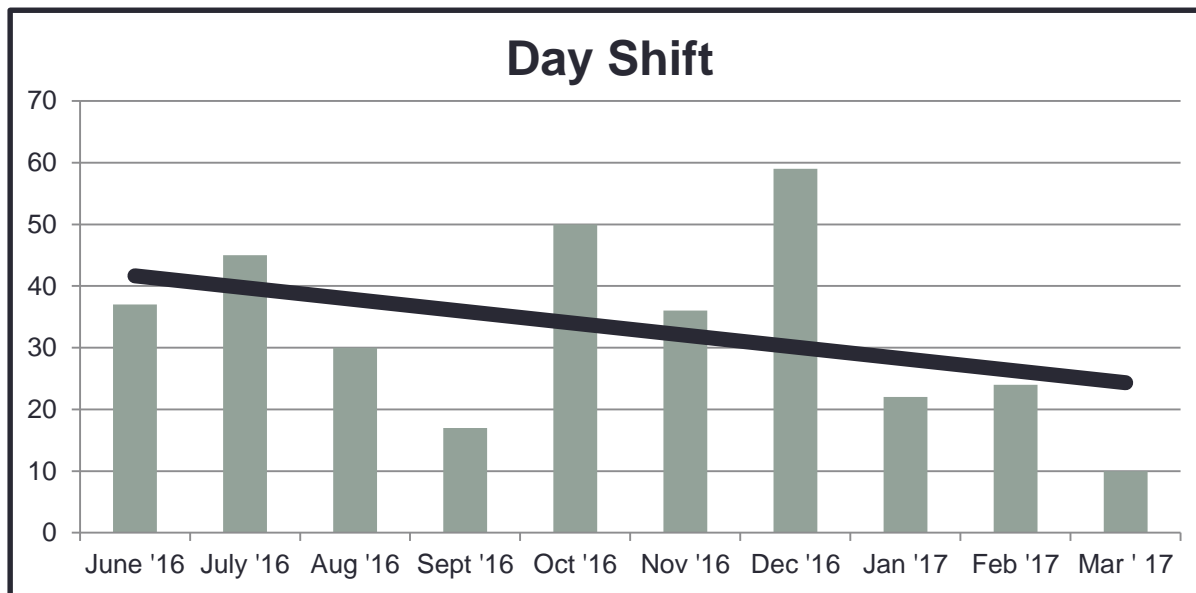
- Continue to recruit as needed
- Ongoing hiring into the float pool to better cover during times of short staffing.
- 1 External RN Hire since June



MICU

The Plan:

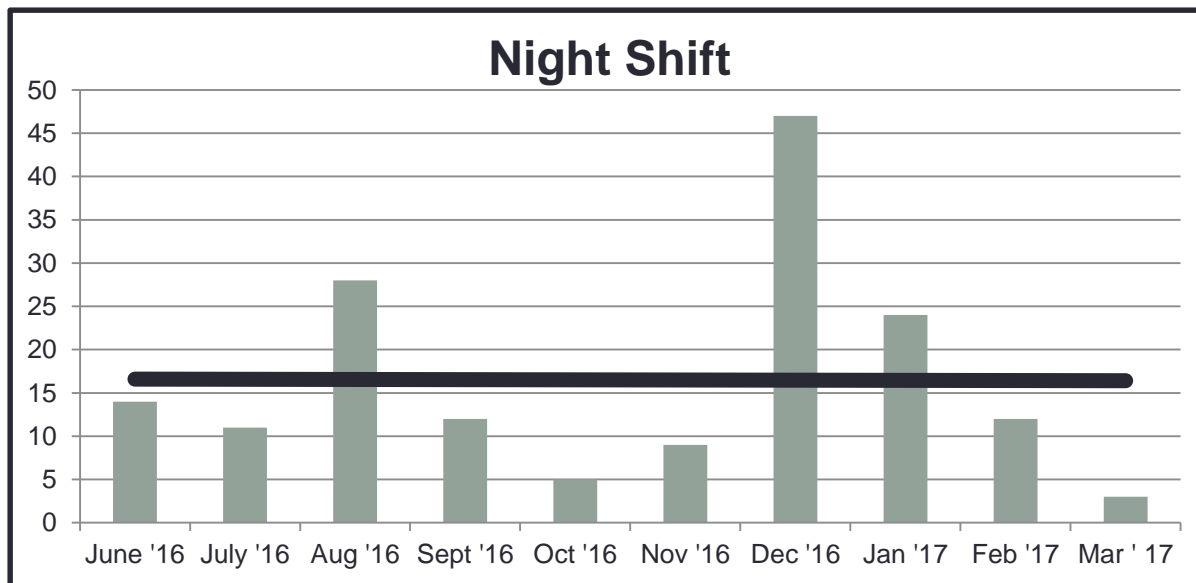
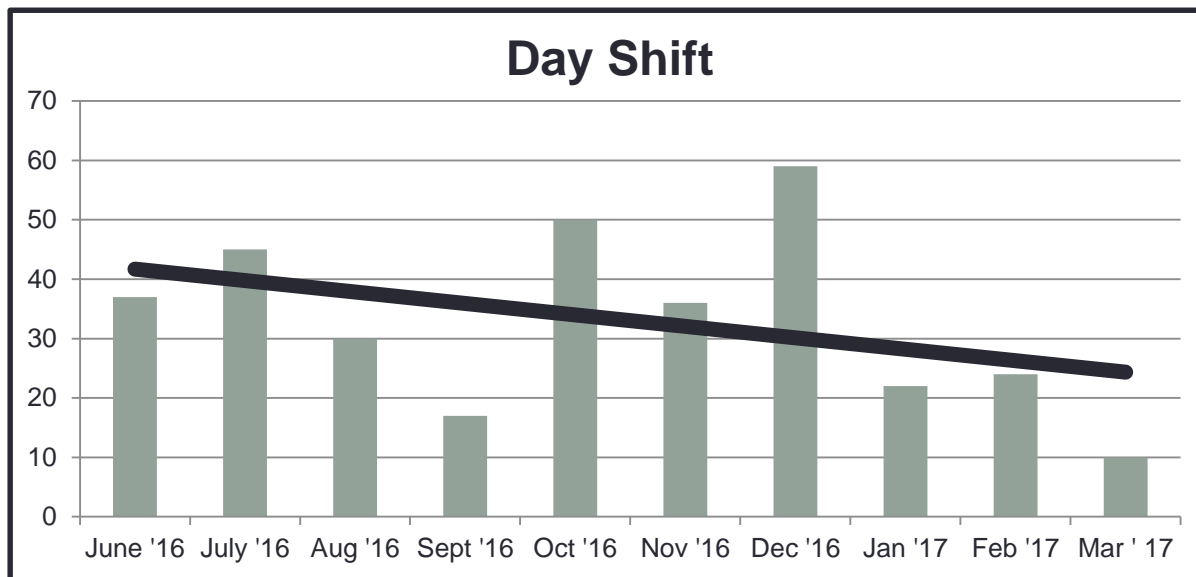
- 1 FT Day RN Enhanced Staffing Position Posted
- 1 FT and 1 PT orient
- 2 PT day RN vacancies posted and ongoing recruitment
- 4 FT Night RN Positions Posted and actively recruiting to hire
- 3 FT and 3 PT RN Night orients
- Supplementing staffing with 3 agency RNs for night shift



NICU

The Plan:

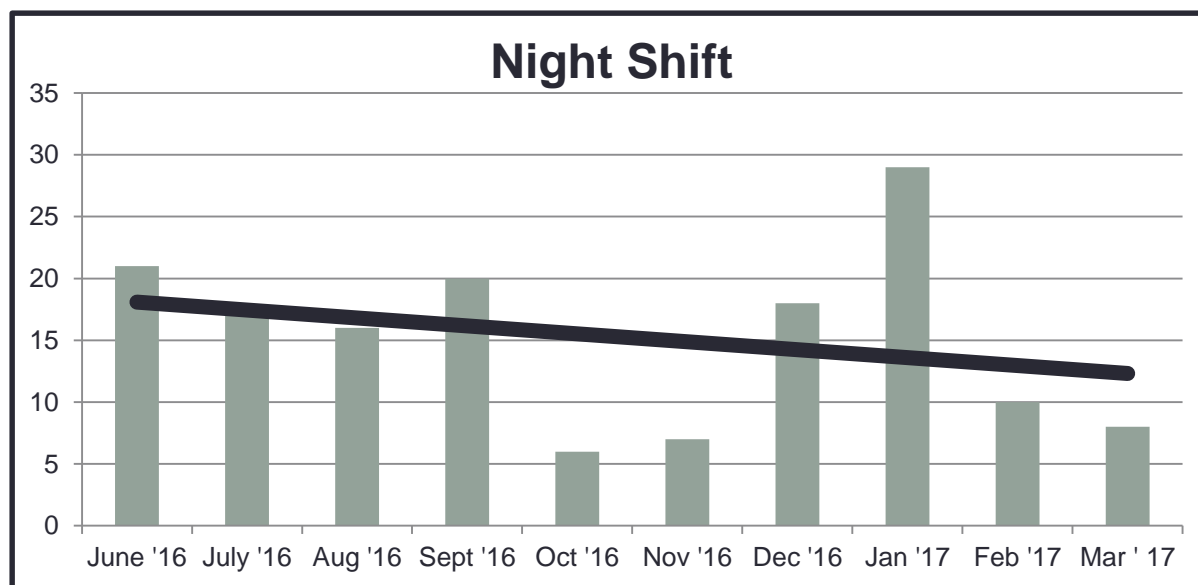
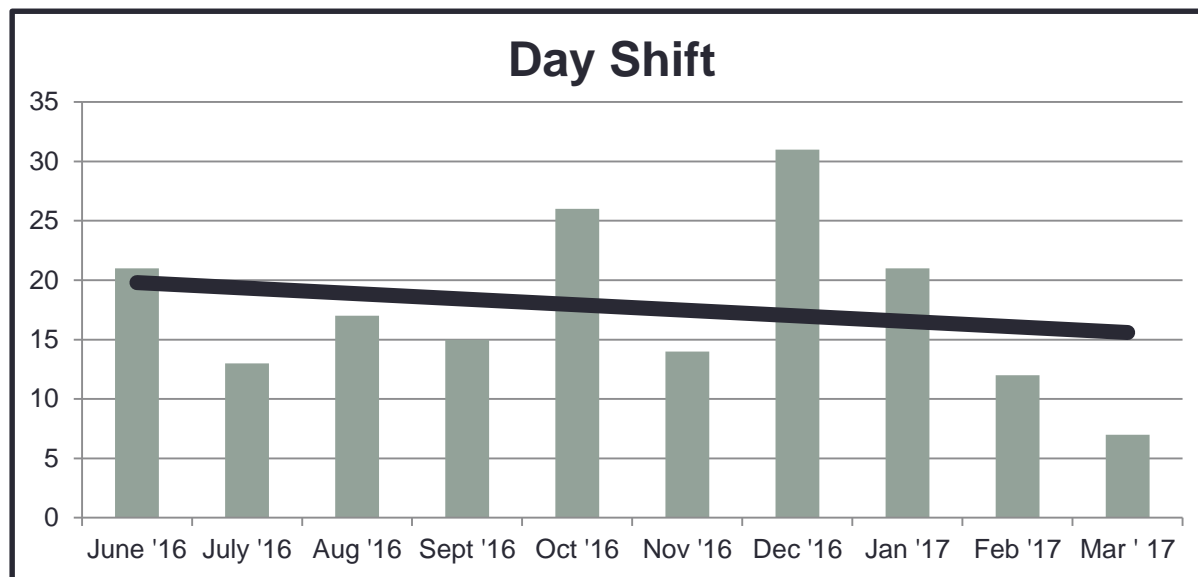
- 2 FT Day RN Enhancement Positions
- PT Day RN position posted and ongoing recruitment
- FT Day RN Orienteer
- 1 FT Night RN Enhancement Position
- 1 FT Night and 1 PT Night positions posted and ongoing recruitment
- Supplementing staffing with 3 agency RNs
- 11 External Hires since June



SICU

The Plan:

- 3 FT Day RN Enhancement Positions
- 2 PT RN positions posted and ongoing recruitment
- 1 PT RN Day Orient
- 2 FT Night RN Enhancement Positions
- 2 FT Night RN Orients
- Supplementing staffing with 2 agency RNs
- 9 External Hires since June

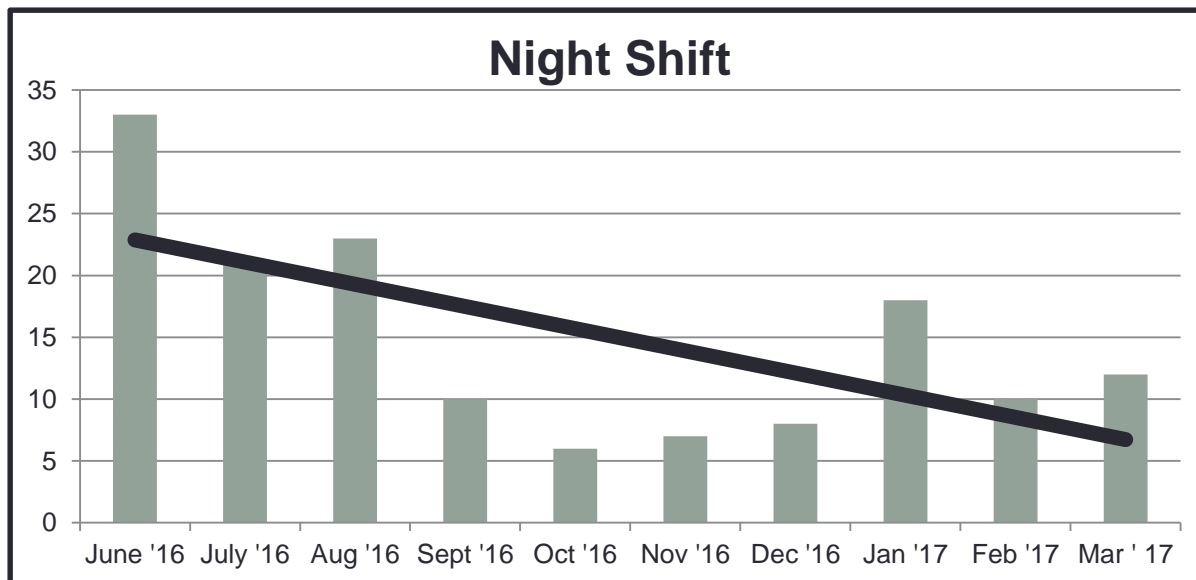
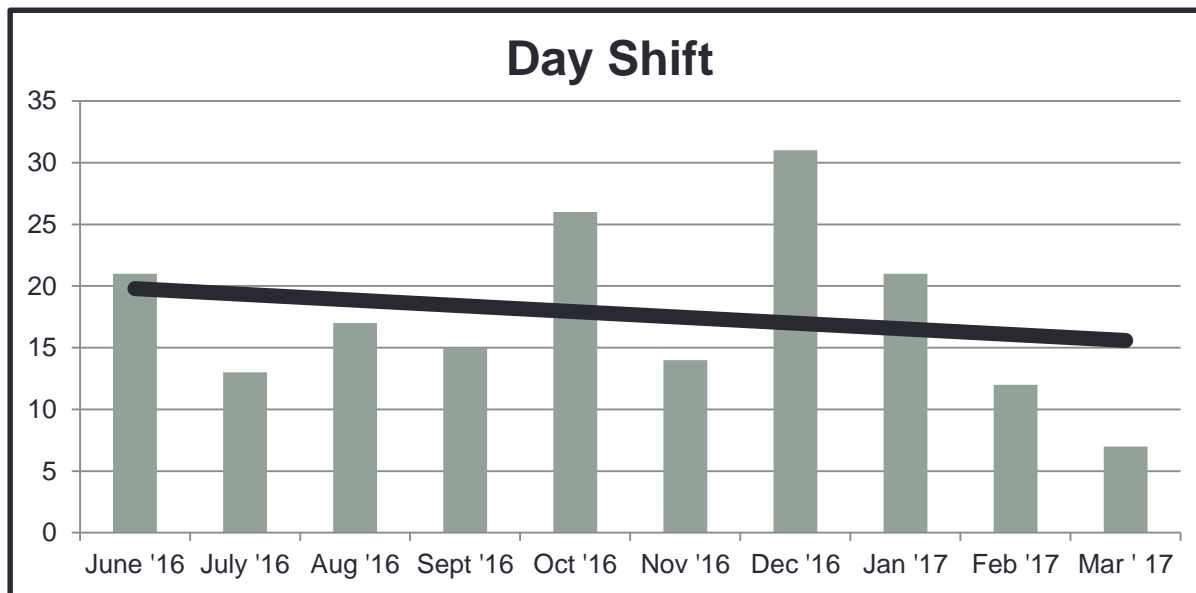


ILCU

The Plan:

- 2 FT and 1 PT Day RN Enhanced Positions
- 7 FT Night RN Orients
- 1 FT Night RN Posted and ongoing recruitment
- 1 PT Night RN Enhanced Position

- 14 External Hires since June



SURVEY RESULTS

Question 1	Staffing has gotten (better - worse - stayed the same) in the past 6 months.					
	Surveys Completed	Response Rate	Better	Worse	Stayed The Same	Blank
16	22	71%	0%	68%	18%	14%
15 S	15	45%	27%	7%	60%	7%
15 N	19	68%	16%	32%	37%	16%
14 S	6	19%	50%	0%	33%	17%
14 N	12	32%	25%	17%	42%	17%
13 S	15	65%	53%	20%	13%	13%
13 N	14	52%	43%	0%	36%	21%
10 S	28	93%	25%	14%	39%	21%
10 N	14	56%	7%	14%	64%	14%
9 S	14	64%	14%	36%	50%	0%
ILCU	22	100%	5%	55%	36%	5%
MICU	53	54%	28%	15%	51%	6%
MRU	1	4%	0%	100%	0%	0%
4N	13	50%	0%	23%	38%	38%
NICU	30	68%	0%	87%	10%	3%
SICU	6	24%	0%	50%	33%	17%
Total	284	Average	18%	34%	35%	13%

Question 2	I believe staffing is / is not going to get better in the next six months.					
	Surveys Completed	Response Rate		Is	Is Not	Blank
16	22	71%		5%	82%	14%
15 S	15	45%		13%	67%	20%
15 N	19	68%		21%	74%	5%
14 S	6	19%		50%	33%	17%
14 N	12	32%		25%	42%	33%
13 S	15	65%		47%	47%	7%
13 N	14	52%		21%	64%	14%
10 S	28	93%		18%	57%	25%
10 N	14	56%		0%	100%	0%
9 S	14	64%		14%	64%	21%
ILCU	22	100%		18%	77%	5%
MICU	53	54%		19%	70%	11%
MRU	1	4%		0%	100%	0%
4N	13	50%		0%	62%	38%
NICU	30	68%		23%	60%	17%
SICU	6	24%		17%	50%	33%
Total	284		Average	18%	66%	16%

Question 3	My floor and shift is short of the staffing grid: Rarely - Once a month - Once a week - Most Days							
	Surveys Completed	Response Rate		Rarely	Once a Month	Once a Week	Most Days	Blank
16	22	71%		0%	0%	9%	82%	9%
15 S	15	45%		0%	0%	40%	53%	7%
15 N	19	68%		0%	11%	11%	79%	0%
14 S	6	19%		0%	17%	33%	50%	0%
14 N	12	32%		0%	17%	25%	25%	33%
13 S	15	65%		0%	0%	60%	27%	13%
13 N	14	52%		0%	0%	43%	29%	29%
10 S	28	93%		4%	4%	4%	64%	25%
10 N	14	56%		0%	0%	14%	79%	7%
9 S	14	64%		7%	7%	29%	36%	21%
ILCU	22	100%		0%	0%	9%	86%	5%
MICU	53	54%		0%	0%	8%	87%	6%
MRU	1	4%		0%	0%	0%	100%	0%
4N	13	50%		0%	8%	0%	54%	38%
NICU	30	68%		3%	0%	3%	87%	7%
SICU	6	24%		0%	0%	0%	83%	17%
Total	284	Average		1%	4%	18%	64%	14%

Lessons Learned

- 34% of our nurses feel that staffing has gotten worse; 35% feel it has remained the same
- 66% of our nurses feel that staffing will not improve in the next 6 months
- 64% of our nurses feel that their units are short staffed most days

Poor communication

Our Commitment to you

- Starting in April- 63 nursing students will be interning with us
- We will be onboarding 41 (Enhanced Positions) new nurses between March and May. I anticipate all positions to be filled by NLT June
- Additional positions vacated through normal turnover are also anticipated to be filled NLT June
- 8 New Nurse Managers have been on boarded in the past 5 months
- Orientation model has been changed. It is not based on a hard date, but rather the comfort level and competence of the new hire