

2015: Blue Team

Planning tool for March 9th

Assuring Adequate Staffing

Each member of the Blue team is asked to consider the following questions and come prepared to discuss your organizations approach to Assuring Adequate Staffing. These questions are meant to stimulate thinking and dialogue.

- Do you have an automated staffing and scheduling tool?
- Do you use an acuity tool?
- If so, is it a national product, home grown or unit grown?
- Is your staffing activity centralized or decentralized?
- Do you permit self-scheduling at the unit level?
- Do you have a mechanism for adjusting staffing according to the patient volume and acuity?
- Do you have a float pool?
- Do you have PRN status?
- Do you use agency personnel? What drives the decision for agency personnel?
- Can your staff do shift bidding?
- Are you in a unionized environment? And if so are their contract requirements for staffing
- How is the budgeting process done in your facility? Who is responsible for determining how many FTEs you have or need?
- What are the drivers for budgeting for staff?
- Is your vacancy rate and turnover communicated to staff an a regular basis?
- Do you have JCAHO Core measures tied to staffing? Can you share them?
- What is the general understanding of the staff nurse about how staffing decisions are made?