

USr Healthcare Case Study

Rural Market Hospital Story

Eliminating Contract Labor in a Rural Market





Rural Healthcare Facility Story

Background:

A rural healthcare facility, located in a market so rural that contract travel RNs were unavailable for assignment to fill core positions, partnered with USr Healthcare to outsource recruiting for the facility. USr was able to accomplish the key objectives put in place by the hospital, which included the elimination of long term contract travel RNs and a reduction in the vacancy rates of four departments within the hospital.

USr Healthcare's Primary Objectives:

- Eliminate long term travel RNs
- USr Healthcare's program was designed to solve the recruiting issues facing this facility – Contractors being spread across four key departments and fact that the positions had been filled by contractors for more than 18 months.
- Reduce Vacancy Rates in the following departments:
 - Pediatrics
 - ER
 - Med-Surg
 - ICU

Program Design:

- At the time USr implemented the program, the hospital had to guarantee long term contracts due to the rural location of the facility; 15 of those positions were targeted for elimination.

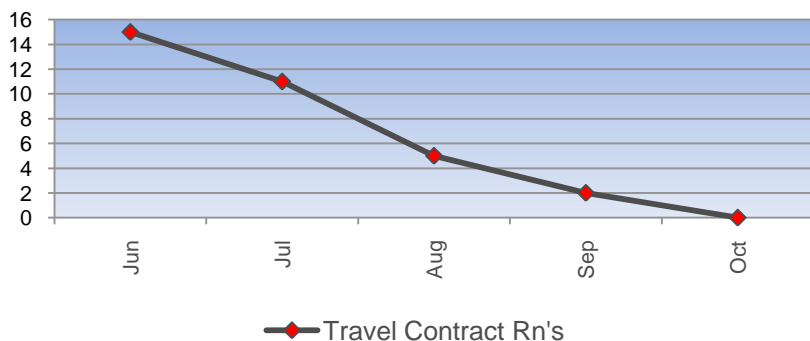
Meeting primary objectives:

- Vacancies in three of the four targeted areas were eliminated in the first four months of the USr program
- Filled the targeted 15 Contract Travel Positions with FTEs in the initial five months of the USr program

Hiring Impact:

- A total of 30 licensed positions in nursing and allied health were filled during the first five months of the program
- USr also filled all non-licensed openings for the facility
- Eliminated RN vacancies in three of four targeted departments

Alabama Hospital Reduction In Travel Contract RN's In Core Staff



Facility ROI:

USr discovered after the initial assessment of the facility that the spread dollar difference between a hospital FTE and a contract FTE averaged \$34 per hour.

As a result, the facility realized an annual savings of **\$668,600** in spread dollars through Contract Labor elimination.

