

VPCH Staffing

Permanent vs Traveling Nurses

- At present we have 33 Direct Care Nurse positions; 19 are filled with permanent nurses and 14 are filled with traveling nurses.
- Since nurse salary reclassification was announced in May 2016, there has been an increase applications and nurses hired.
 - In fiscal year 2016, we only hired 5 permanent nurses total.
 - In the first 4 months of calendar year 2016 we have hired 4 already.
- We have reduced our use of traveling nurses since January 2016 by more than 25%.

Nurse Hiring Issues at VPCH

- VPCH has been full census for almost all of calendar year 2016.
 - Occupancy of 98.2% and an average census of 24.5.
- VPCH has been able to use traveling nurses during this time to accomplish this.
- VPCH had a full three-year deeming survey by The Joint Commission in early summer and has received full accreditation from that survey, which was accepted by CMS.
- VPCH continues to have Emergency Involuntary Procedures at less than half the rate of the national average.

Training Issues

- Permanent Nursing Staff receive 2 ½ weeks training before starting to work on unit.
- Traveling Nurse Staff receive 1 week training before starting on unit.
- We recently hired a new Education Director who is reviewing both training programs to see if we can make both of them more efficient while still providing safe, recovery oriented care.

Surveys

- VPCH has done ongoing staff engagement surveys that for all staff, not nursing specific.
- VPCH brainstormed with all VPCH nurses in 2015 about different ways to attract more nurses and increase nurse satisfaction. The number-one driver at that time was nurse salary.
- VPCH is in the process of developing exit interviews for all staff including traveling nurses.

Surveys (continued)

- Feedback from traveling nurses generally focuses on:
 - Vermont having different involuntary medication timelines than most other state, which they do not like.
 - Vermont having stricter regulations on emergency involuntary procedures. They are impressed by VPCH's commitment to keeping a safe environment and avoiding restraining and secluding patients wherever possible.
 - Many traveling nurses renew their stay at VPCH for multiple assignments
 - We continue on a regular basis to hire traveling nurses as permanent nurses with a increase in hiring since new nursing salary reclassification went into effect