

STAFFING

AND SCHEDULING CONSULTING

*Balancing
quality
and cost
of care*



**SULLIVAN
LAKIER
GROUP**

Producing Results

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As the chronic nursing shortage continues, mandated staffing ratios proliferate and patient volumes rise, hospitals struggle to consistently, safely, and efficiently staff their patient care units. Sullivan Lakier Group has extensive expertise working with hospitals to effectively assess, develop, and implement strategies to improve nurse staffing and scheduling. We utilize highly experienced RN's who understand your challenges and are willing to roll up their sleeves to help you strategically and pragmatically improve the staffing and scheduling processes and outcomes. We adjust our approach to provide whatever level of support you need to meet your goals.

Additional Services >>

BENEFITS OF OUR STAFFING AND SCHEDULING CONSULTING SERVICES

We will work with you to develop and implement strategies that result in:

- Improved staffing and scheduling efficiency and effectiveness
- Improved staff scheduling and shift-by-shift staffing grids
- Improved staffing resources and availability
- Reduced use of registry and traveler staff
- Reduced overtime and premium pay
- Improved coordination of patient assignment and staff competency
- Updated staffing policies and procedures
- Enhanced effectiveness of orientation and preceptor programs
- Daily and shift-by-shift staffing tracking reports

OUR APPROACH

We utilize a four step process in our consulting which is tailored to the level of support you need. These four steps typically are as follows:

1. Evaluate your overall staffing and scheduling function or specific areas identified and make recommendations for improvement
2. Develop an action plan to guide the improvement work for either your team or a combined hospital-consultant team
3. Provide project leadership or hands-on support for implementation as needed
4. Provide an operations dashboard and training that allows the organization to monitor progress and ensure the gains are maintained.



KEY AREAS

The areas of focus for a staffing and scheduling assessment typically fall into the following categories:

- Model of care effectiveness
- Staffing to ratio requirements
- Staffing benchmarks and targets
- Effective staffing management oversight
- Staffing plans and grids per area
- Daily staffing practices
- Unit based daily productivity software
- Care requirements of the patients
- Caregiver skill mix
- Staff scheduling processes
- Staff competency requirements
- Use of automated staffing and scheduling systems
- Staffing resources and availability
- Staffing tracking reports
- Staffing policies and procedures
- Use of registry, interim traveler and sitter staff
- Overtime and premium pay
- Staff orientation/training programs
- Level of support systems for care delivery
- Use of current staffing tracking reports
- Extending the career of most experienced staff
- Educational courses for managers on managing staffing