



Health Care

Emergency Staffing Considerations
Mary Beck, CNO, MU Health Care

Centralized Staffing Plan

- Staffing Office/Labor Pool
- All clinical and non-clinical
- Labor pool phone number – only one number to call
24x7

Labor Pool Strategies

Create Lists

- Light duty staff with licensure/certification
- Available RN's, LPN's, PCT's, RT's, etc., that are not working in direct care roles
- Explore resources for proactive childcare arrangements
- Community volunteers – retired health care professionals, school nurses, parish nurses, etc.
- Example: Reach out to Columbia/Boone Medical Reserve Corps Volunteers inquire about volunteer support, e.g., John.Doe@como.gov

Agency Options

- Consider number of RN's, RT's to offer guaranteed shifts from local agencies
- Consider number of RN's, RT's from travel agencies

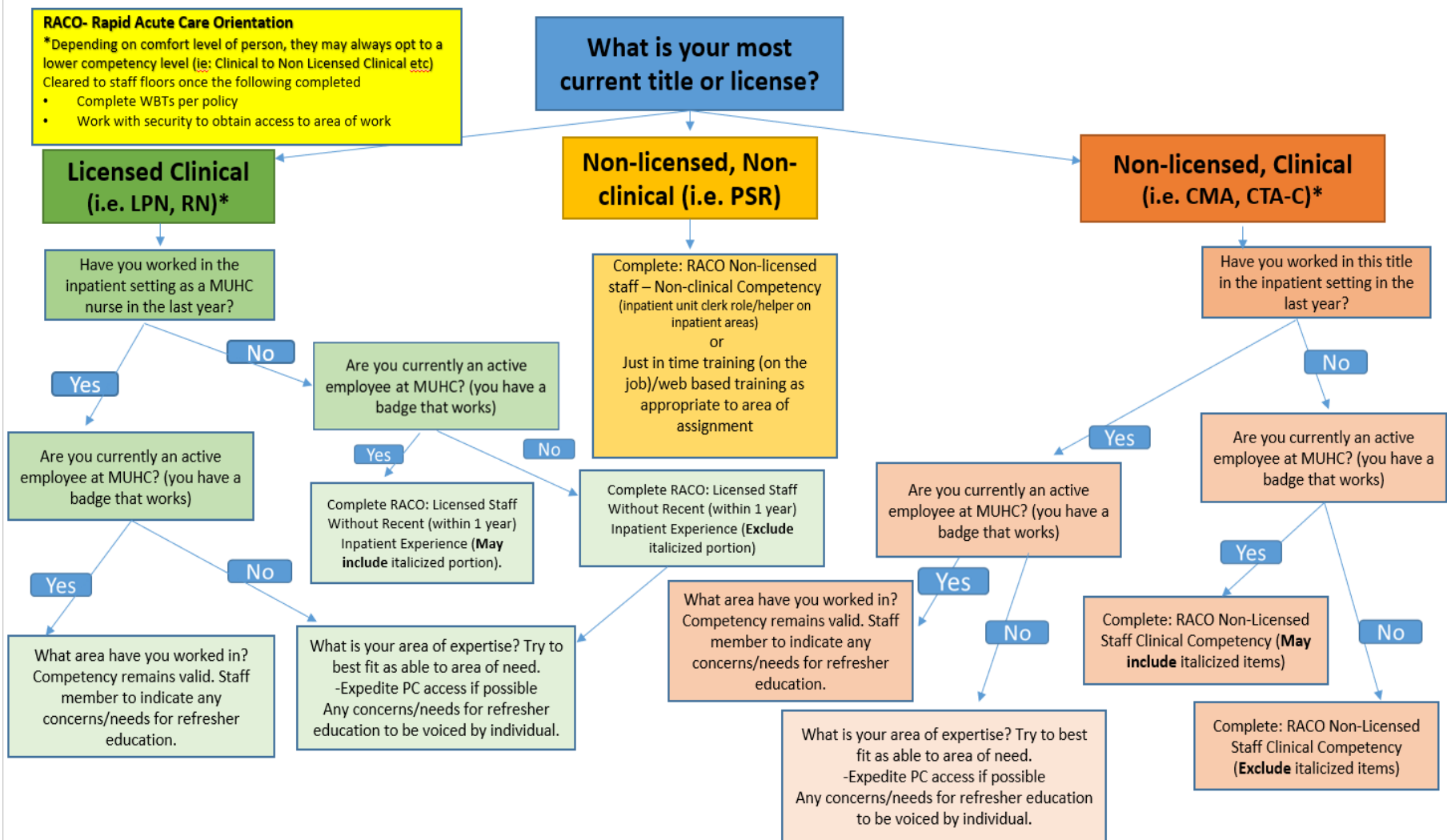
Rapid Acute Care Orientation

- The Center for Education and Development has put together some rapid acute care orientation (RACO) options for staff that may be reassigned to our inpatient units
- Additional education for non-inpatient areas is being developed (dining services, EVS, patient transport, distribution, security, etc.).

Rapid Acute Care Orientation - Clinical

- Licensed Staff Plan
- Unlicensed Staff Plan
- Guiding Principles: Patient and Staff Safety
 - Web Based Training – 3 modules maximum
 - Care Competencies check-off with training staff
 - Clinical orientation hours with preceptor/education staff – short period of time if necessary

Determining Competency RACO



Staffing: Level 1 Response

- No community transmission COVID-19
- Limit vacation/time off requests
- Proactively have staff sign up for extra shift next 60 days
- All areas call the Labor Pool prior to down staffing – may need to reassign staff to assist with screening or other duties

Staffing: Level 2 Response

- 1 or more community transmission COVID-19
- Managers to request staff to sign up for additional shifts.
- Send non-acute care staff to non-cohort areas and implement team nursing, team care
- All areas call the Labor Pool prior to down staffing – may need to reassign staff to assist with screening or other duties

Staffing: Level 3 Response

- Substantial community transmission COVID-19 or staffing levels not being met
- Staff sharing: Low volume units who are not utilizing licensed and unlicensed staff will reassign staff to areas in need
- Mandatory overtime implementation to cover targeted staffing
- All hands on deck!

Graduate Exempted Practice

- State statute 335.081.(6)(b), RSMo allows a graduate nurse to practice after graduation pending the results of their first licensing exam or 90 days after graduation.
- The Board of Nursing plans to extend the graduate exempted practice period an additional 90 days for each nurse that will be taking the exam for the first time and whose graduate exempted practice period expired or will expire during the period of time the NCLEX is not being administered.

Graduate Exempted Practice

- Plan: Anyone who graduated on or after 12/16/19, has not previously taken the NCLEX and has not been denied a license would be authorized to practice as a graduate nurse pending the results of their first licensing exam or 180 days after graduation, whichever occurs first.

Temporary Permits

- Rule 20 CSR 2200-4.020(6) indicates, “A temporary permit is valid for a six (6) month period.
- Plan: Extend all active (non-expired) temporary permits another six (6) months. Request authorization to issue new temporary permits for a period of one (1) year until the crisis is over, then revert back to a six (6) month permit.

Expedited Processing of Applications

- A form has been placed on our web page to request expedited processing.
- <https://pr.mo.gov/nursing-covid-19.asp>

Fraud Awareness

- The Missouri State Board of Nursing received two fraudulent applications on March 16, 2020.
- Cases of fraud are more prevalent during disasters when bad actors believe normal application or employment vetting is being fast tracked.

Missouri State Board of Nursing Contact Information

- Updates will be posted at this link – <https://pr.mo.gov/nursing-covid-19.asp>
- Some staff are working remotely. The best way to reach Lori Scheidt, Executive Director is through her email: lori.scheidt@pr.mo.gov.

Return to Work – CDC Guidance

CDC Guidance for Health Care Professionals is:

- CDC guidance for COVID-19 may be adapted by state and local health departments to respond to rapidly changing local circumstances.
- This is for occupational health programs and public health officials making decisions about return to work for healthcare personnel (HCP) with confirmed COVID-19, or who have suspected COVID-19 (e.g., developed symptoms of a respiratory infection [e.g., cough, sore throat, shortness of breath, fever] but did not get tested for COVID-19).
- <https://www.cdc.gov/coronavirus/2019-ncov/healthcare-facilities/hcp-return-work.html>

Thank You

Before you go home,
take a moment to think about today:



Acknowledge one thing that was difficult on your shift. **LET IT GO.**

BE PROUD of the care you gave today.



Consider **THREE THINGS** that went well and who helped make them happen.

What can you do differently **TOMORROW**?



CHECK ON YOUR COLLEAGUES before you leave. Are they OK?

ARE YOU OK? Your leadership team is here to listen and to support you.



Switch your attention to home. **REST AND RECHARGE.**



Questions?