

Case Study: Maintaining Continuity of Patient Care Through Clinician Staffing and Scheduling

Challenge

A not-for-profit healthcare network that includes several hospitals and numerous outpatient facilities partnered with LocumTenens.com in order to quickly address staffing shortages among hospitalists. Between the national physician shortage and other challenges (such as one facility's remote location), the hospital system found that they needed a reliable, cost-effective way to staff their hospitalist program and create dependability and visibility within their scheduling.

Solution

Utilizing an extensive network of physicians and advanced practice providers (APPs), LocumTenens.com:

- Booked and credentialed a team of 19 skilled APPs addressing the vacancies across the three separate hospitals serving different communities.
- Took on scheduling services of full night shift for two of their facilities and temporarily for another.
- Assigned a dedicated Scheduler and Recruiter to prevent interruptions in patient care.

Conclusion

LocumTenens.com was able to not only address the healthcare network's immediate clinician needs based on their specific staffing environment but also to set the facilities up for success with comprehensive night shift scheduling. The implementation of advanced practice providers as a workforce solution in healthcare is on the rise, and recent findings imply that APPs are a strong fit for locum tenens work.



Results

By adopting a strategic approach instead of a conventional one-in-one-out method, the client maintained control over their day-to-day costs amidst a period of growth in hospitalist salaries.

- **Remote Facility:** One 70-bed facility in a more remote region of the country did not have the same access to health workers as urban facilities. After this partnership, nine advanced practice providers (APPs) were deployed to this location who have been practicing there since 2020. What began as an urgent response to the pandemic evolved into an informed, ongoing strategic partnership.
- **Changing Tactics:** A second hospital with over 400 beds successfully filled vacant physician roles with three APP hospitalists, guaranteeing uninterrupted high-quality patient care.
- **Scheduling Support:** A medical center with over 300 beds leveraged LocumTenens.com's strategic partnership and scheduling services to optimize its hospitalist program. Through diligent management of the hospital's night staffing schedules, this partnership ensures a consistent and reliable presence of hospitalists.

