

Beaumont

Beaumont Hospital – Grosse Pointe
468 Cadieux Road
Grosse Pointe, MI 48230

January 20, 2016

This write-up is intended to provide information relative to Beaumont Grosse Pointe's Nursing Department request for a temporary incentive program.

The Need

Due to increased patient volume as well as normal employee turnover in our Family Birth Center, there was a need to for RN staff with Newborn Nursery skills. As an area that requires specialized skills, and most staff are cross-trained to multiple areas, any open position challenges the unit staffing. Currently, the midnight shift has lost three nursery trained RN's, two are on a MLOA and one has transferred to another area. The RN candidate pool for our open positions is predominately newer RN's who have minimal clinical experience so the training is long and extensive. The ANM on the unit typically is working 4-5 shifts per week (10-12 hours depending on the need) to be present as the nursery nurse.

The Request

To provide an incentive to select skilled RN's to be redeployed to the midnight shift for a 3 month commitment. During this time, the experienced "seasoned" nursery RN's are to mentor and be a resource for the less experienced nursing staff.

The incentive would consist of a \$10.00/hr differential (regular midnight differential included in this) for all midnight shift hours worked.

Cost for 7 days per week coverage: $\$10.00 \times 12 \text{ hours} \times 84 \text{ shifts} = \$10,080.00$

Expected Outcomes

1. Improved clinical competency for the newer RN's
2. Improved Communication between and among medical and nursing staff
3. Reduction in potential adverse events
4. Increased retention of newer nursing staff



Anne M. Stewart

Vice President and Chief Nursing Officer

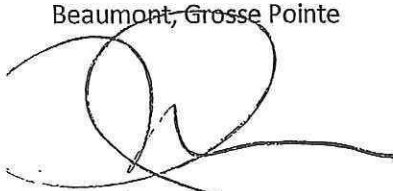
Beaumont, Grosse Pointe



Rick Swaine

Hospital President

Beaumont, Grosse Pointe



Pandora Walker

Director of Human Resources