

Stewart, Anne

From: Stewart, Anne
Sent: Thursday, March 16, 2017 10:47 AM
To: Apigo, Steve
Subject: RE: meeting

Where are you with this? I don't want Brad to think I ignored him.

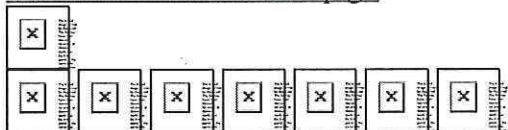
From: Apigo, Steve
Sent: Tuesday, March 14, 2017 9:41 PM
To: Stewart, Anne
Subject: Re: meeting

And yes you are correct. Brads inexperience does have him looking at incentive too quickly. He's never been on this side of the incentive black hole.

Sent from my iPhone

Steve Apigo, RN, BSN
Director of Emergency Services

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On Mar 14, 2017, at 8:02 PM, Stewart, Anne <Anne.Stewart@beaumont.org> wrote:

Please treat this as confidential

Steve:

What is your thought about this message? I have never worked with an ANM for such a request. You are ultimately responsible so you need to guide me on how you want me to proceed.

The typical route for this type of request is ANM to Nurse Manager to Director to CNO. This gives your team an opportunity to review and vet out any and all options. Incentives do not work long term and I worry that Brad's inexperience made him jump straight to incentive.

I am fine working with Brad but he has jumped two levels (not intentionally) and he does not have the experience to work through this. I expect you to work with him to produce a well

thought out plan and not ask for incentive before ALL options are tried. With volumes down in the EC for the last three months, it will be very hard to get an incentive.

Incentives need your signed approval, my approval, Rick, Pandora and then to Susan Grant. Please be sure all options have been exhausted.
Anne

Begin forwarddd message:

From: "O'Shell, Bradley" <Bradley.O'Shell@beaumont.org>
Subject: mEeting
Date: March 14, 2017 at 5:13:11 PM EDT
To: "Stewart, Anne" <Anne.Stewart@beaumont.org>
Cc: "Apigo, Steve" <Steve.Apigo@beaumont.org>, "Marion, Charlotta" <Charlotta.Marion@beaumont.org>

Hi Anne, Just wanted to touch base regarding staffing levels and a plan moving forward. I know we briefly touched on some staffing suggestions, but I'd like to have a concrete plan in regards to incentive and pay for those moving to the midnight shift. I did look at each individual shifts productive and hired percentage. I just want to try and mitigate any staffing issues, as I know April will be a tough month for us. Let me know if you have any time for us to discuss, I can even send you some of the data we have been working on. Thanks.

Bradley O'Shell, RN, BSN
Associate Nurse Manager

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Beaumont



Whitney, Randy

From: Apigo, Steve
Sent: Monday, March 20, 2017 12:59 PM
To: Whitney, Randy
Subject: RE: Meeting

Staffing and scheduling

From: Whitney, Randy
Sent: Monday, March 20, 2017 12:58 PM
To: Apigo, Steve <Steve.Apigo@beaumont.org>
Subject: RE: Meeting

About???

From: Apigo, Steve
Sent: Monday, March 20, 2017 11:57 AM
To: Whitney, Randy <Randy.Whitney@beaumont.org>
Cc: Marion, Charlotta <Charlotta.Marion@beaumont.org>; O'Shell, Bradley <Bradley.O'Shell@beaumont.org>
Subject: Meeting

Randy,

Anne recommended we meet with you. I know you're incredibly busy. Is there a time you might have to meet with us this week?

Steve

Sent from my iPhone

Steve Apigo, RN, BSN
Director of Emergency Services

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