

Providing quality care to a complex patient population

Our client was under pressure to develop a hospital clinical staffing plan that would accommodate recent budget cuts, improve operations, and revitalize their reputation in the community. They needed a customized solution to reorganize clinical disciplines while serving vulnerable individuals with serious mental illness.

The need:

Several years of deep cuts to state spending led to significant reductions in hospital and community services resulting in downsizing of clinical and support staff. The result was a deteriorating work culture, an inability to adapt to rapid change and federal de-certification.

We make it happen:

Our consultants were engaged to develop a clinical staffing model recommendation for two state inpatient psychiatric facilities to meet the demand for beds while cultivating a competent, compassionate and supported workforce. This analysis included a study of the efficacy of interdisciplinary teams, an evaluation of the barriers to recruitment, retention and responsiveness to patient needs and to the culture of wellness and safety.

Hospital leadership and members of the legislature received a set of recommendations encompassing leading practices to alleviate strain on current staff:

- Customized solutions for certain units factoring unique patient care needs and patient acuity.
- An nationally recognized acuity model for end of shift patient evaluation and discussion.
- Reorganization of certain clinical disciplines and remediation of physical plant issues.
- A public relations campaign to enhance standing in the community.
- A data-driven report for state agencies and legislative committees.

Client results:

We developed a clinical staffing model optimized to build a culture of wellness, retention, quality and safety.



Let's work together to strengthen your business!

Contact us at (360) 789-9747 or info@firstrulegroup.com.

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