

CASE STUDY: OUTSOURCING TO INSOURCING - HOW A LARGE HOSPITAL SUCCESSFULLY TRANSITIONED FROM A MANAGEMENT GROUP TO A HOSPITAL-EMPLOYED MODEL

CHALLENGE

The recruitment process can take many forms when it comes to onboarding hospitalists. Outsourcing your hospitalist program to a group may result in inefficiencies, lower quality scores, and unnecessary costs.

Disappointed with performance and outcomes, the flagship hospital for a large healthcare system in the Northeast ended its contract with its previous staffing partner – a group practice contracted to run its hospital medicine program – and realized the opportunity to streamline the processes of its hospitalist department. They turned to LocumTenens.com to aid in their efforts of transitioning back to a hospital-employed program.

SOLUTION

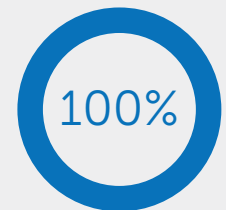
The facility partnered with LocumTenens.com as its exclusive source for staffing locum tenens clinicians during the transition. Much more than an as-needed vendor, the hospital utilizes LocumTenens.com as a valuable strategic partner not only to make sure that all their schedule coverage needs are met for physicians and advanced practitioners, but also to:

- Focus on sustaining high quality of care throughout the department.
- Simplify management of the schedule by having a dedicated scheduler assigned by LocumTenens.com.
- Streamline onboarding and orientation.
- Engage in joint monitoring of patient census and forecasting based on seasonal trends.

RESULT

For five years, the facility has consistently relied solely on LocumTenens.com to source its locum tenens hospitalists. They have had no need to engage other locum agencies or resources. The client's satisfaction is consistently high, both with their established clinicians and the ongoing relationship with LocumTenens.com. The client has been able to focus its efforts on recruiting full-time employed hospitalists while knowing their team is fully staffed and schedules are filled. Furthermore, reaching a healthy staffing level has helped them to avoid the additional turnover that often occurs in a burnout-driven feedback loop.

5 YEARS
Exclusive
staffing partner



of locum tenens
hospitalists
sourced through
LocumTenens.com

BENEFITS



Transitioning back to a hospital-employed service has allowed the hospital to retain the professional service fees that they otherwise would have lost while outsourcing to a managed group model.



Working exclusively with LocumTenens.com has simplified the hospital's recruitment process for its contingent workforce and eliminated the communication complexities of dealing with various entities.



The hospital is able to gain more employed hospitalists over time while becoming less reliant on costly temporary staff.