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Situation Analysis

As a result of the pandemic, staffing has become one of the most pressing issues at Allegheny Health Network, which has a bedside nursing vacancy rate of 30%. Pre-pandemic, that rate was 8% to 9%. Contract nursing agency rates in AHN's market range from \$142 to \$200 an hour. In addition to the financial burden of agency rates, there is growing job dissatisfaction among the health system's full-time nurses.

Project Goals



Meet the demands of FTE nurses by improving schedules and increasing compensation.

Find affordable staffing solutions for the health system.

Actions Taken

- Convened a team of nurse leaders and constructed a proposal, called Work Your Way, offering alternative work schedules and higher compensation.
- Three alternative job options included:
 - Steady nightshifts
 - Straight weekends
 - Internal staffing teams — offering nurses and surgical technicians a “traveler” opportunity across AHN
- Adjusted hourly rates.

Positive Outcomes

- Nearly 800 nursing care team members elected to move into one of the new options.
- Team members who opted into the new program gave positive feedback, as did those who didn't opt in but benefited tangentially.
- Managers report greater retention.
- Team members say they feel recognized and appreciated.

For detailed information, visit:

www.aha.org/center/next-generation-leaders-fellowship