Agency Nursing Staff Reduction Strategies = $7.7 Million in Savings

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BACKGROUND

PURPOSE AND GOAL

Purpose
To recruit and hire permanent nursing staff during FY18

Goal
Reduce agency nursing staff to <75 FTEs in 6 months

REFERENCES

IMPLEMENTATION

Social Media
Website Optimization
Recruitment Fairs

Recruitment Approach

Enhanced Benefits for Current and New Permanent Nursing Staff

Increased inpatient differential
Moving expense reimbursement
Referral incentive
Preceptor pay

RESULTS

Agency Nursing Staff by Week and Average RN Vacancy Rate Percent by Month

CONCLUSIONS

- Implementing these new strategies plus strategies already in place equals positive outcomes
- Cost savings invested in ongoing strategy development and implementation to continue to positively impact recruitment and retention efforts
- Sustainability achieved after FY18
  - Turnover rate below NSI Nursing Solutions, Inc. benchmark
  - RN vacancy rate maintained at 5% or below