

Managing Staffing Shortages and Beyond

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PRISMA HEALTH SM

UPSTATE NETWORK

Objectives

- Understand the current state of cardiovascular and pulmonary rehab, including best practices and guidelines.
- Recognize the challenge of staffing needs
- Providing a safe and healthy work environment for team members
- How to maximize staff, interns, and volunteers
- Relax and reload

Background and problem

- Referral rate 98.8% (N=865) of eligible patients from PHHH
- Enrollment rate of 37% at PHHH Cardiac Rehab
- National enrollment rate 40%
- Million Hearts Initiative improve enrollment from 20% to 70% target by 2022



Impact of COVID-19



- Patients and staff deaths
- Programs closed
- Programs reopened slowly
- Cardiac Rehab deserts worsened
- Redesigning the exercise gym
- CDC regulations (masking)

Furloughs and RIFS



- Department closures
- Staff dispersed to other areas
- Furloughs
- Reduction in Force (RIF)
- Doing more with less

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Staffing Designs

Creative

- Creative staffing

Cross

- Cross-train staff

Ideas

- Use your staff for ideas

Add

- Add a second class for education



Strained Economy



Cost of Living

Insurance premiums

Higher copays

Higher OOP

Financial assistance programs (FAP)

Productivity

- Collection of data
- Initial patient contact
- Communication
- Current staffing model
- Flexible schedules
- Staffing adjustments
- Maximize efficiency



Think outside the box



- Hybrid-based rehabilitation
- Sister hospitals supporting each other
- Visit other facilities in your state
- Make use of your AACVPR affiliation
- Collaborating with third party vendors

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Meditation Room

- Massage chair
- Water feature
- Weighted blanket
- Aroma Therapy
- Soft lights
- Bottled water



Hurlock, H. (2022). Four mindfulness tools to support healthcare workers right now. *Mindful*. <https://www.mindful.org/four-mindfulness-tools-to-support-healthcare-workers-right-now/>

<https://www.youtube.com/watch?v=Y-IPsziO-4M>

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**YOU MAKE A DIFFERENCE
EVERY DAY**

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Prisma Health

Official Healthcare System
for the University of South Carolina



Questions and Answers

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