



11 best practices from the top float pools

1 Embrace flexible, modern work habits

Allowing staff to choose facilities, units and shift times promotes a healthy work environment where people will line up to work.

2 Automate the operation

Scheduling, job notifications and order matching/booking should all be automated for efficiency and cost savings.

3 Match employee skills with open needs

Don't fit square pegs into round holes. A well-run pool yields the best candidates for each position.

4 Float current staff members

Maximize current PT & FT staff by allowing them to fill openings outside of their regular schedules.

Client Spotlight



\$525k annualized savings

From implementation of an internal float pool system



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5

Focus on employee engagement

Establish effective communication habits with staff. The more you communicate with staff, the more likely they are to stay engaged with your openings.

6

Encourage employee growth

Allow for transitions to different classifications to accommodate changes in life needs and maximize employee retention.

7

Formalize a training plan

Include the workflow and system training as part of on-boarding for new hires. Make sure everyone in your float pools follows standards.

8

Be fair, let out some healthy competition

Allow everyone the opportunity to apply for an order regardless of seniority. For the highest quality of care, you want the best matches filling openings.





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9 Promote accountability

Track staff activity to ensure that they are being utilized appropriately and that they are meeting expectations.

10 Implement a zero-tolerance policy on manager bullying

Allow candidates to opt in or out of a shift without feeling bullied to work more hours. Staff that feel empowered are likely to work more hours at a more productive level.

11 Design an incentive plan with compensation that is commensurate with scheduling benefits

For example, increase hourly pay for shifts that are most difficult to fill. Those willing to work will get more money and recognition as a hard worker.

“ Our staffing offices can now efficiently place orders for our nurses and our ability to monitor work agreement compliance and utilization is effortless. ”

**Nini Guindi Coury, Director of Worklife Services
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