

Figure 1: The flexible staffing dual mandate.

Organization-driven staffing

- · Forced floating
- Mandatory overtime
- Staffing without workforce input
- HPPD driven staffing



Strategies to meet the dual mandate

- Provide shorter shifts and nontraditional roles to keep experienced nurses at the bedside
- Cross-specialize nurses with similar technical skills to address experience and specialty shortages
- 3 Scale experience with expert-led staffing models
- 4 Enable non-float RNs to regularly practice across multiple settings

Engagement-driven staffing

- No mandatory weekends or holidays
- Sign-on bonuses
- · Compensation differentials
- No forced floating