As Trinity Health and health systems across the country prepare for surge volume, safe alternative care delivery model considerations are critical. This guidance outlines key points of consideration for creative staffing solutions to support colleagues with resilience and balance while supporting care delivery.

(1) Engaging a staffing committee at the department &/or organization level to explore staffing ideas will help to empower and engage colleagues in discussions around staffing strategies and creative solutions that support safe staffing needs.

(2) Self-scheduling- If not already in use consider self-scheduling to improve flexibility, empower and engage.

(3) Alternative schedules- Flexible start times or alternative shifts.

(4) Standardize Schedule Posting Dates- Establish standardized scheduling request and publishing dates with maximum time possible between posting and schedule start. This will allow colleagues time to plan and trade shifts for issues that may come up. It will also give managers the best picture for staffing gaps to provide to float pool or First Choice to assist in filling staffing needs.

(5) Flexible working hours shifts- This may include evaluation of services to determine if shortened shifts during non-peak times would provide higher staffing availability during peak admission, discharges, or procedural times. This may include consideration of admission or discharge nurse role during peak times.

(6) Job Sharing- 2 or more colleagues share a schedule at reduced hours. This may include alternatives such as working weekends/weekdays or alternating schedules each week.

(7) Weekend Option - Alternative staffing option: the RN works Friday, Saturday, Sunday (often a 72-hr/12-hour shift, FT alternative) for an agreed upon period of time. Part-time weekend options may be a Saturday and Sunday schedule. Many variations exist.

(8) Shifting employment status- Allowing colleagues to change from full-time, part-time, & per diem or contingent staff to support the colleague life changes while retaining great talent.
(9) **Float pool** - Maximize hires into Float pools (colleagues float between departments and shifts).

(10) **First Choice** - colleagues can switch to per diem in a regional float pool to have more flexibility in their hours and control of their schedules – and remain a Trinity Health colleague.

Frequently talking with colleagues regarding barriers to work will provide an opportunity to discuss available options for greater flexibility and alternatives to keep them engaged and connected during challenging life circumstances, such as childcare needs, family life changes, & school needs. This will create an improved work environment in which we can support/retain colleagues and safely care for the people and communities we are entrusted with.