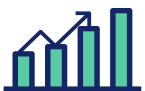




AMERIGIS HEALTHCARE STAFFING

Creating an Optimized Staffing Strategy

Per diem and flexible term staffing play important roles in healthcare workforce management. Understanding the strengths of flexible term and how to effectively integrate this approach with per diem can help you create a more robust and efficient staffing strategy.



Sustainable Workforce: Flexible term staff can fill consistent shift openings to help reduce internal staff workload.



Flexibility: Allows HR teams to find permanent backfills or convert flexible term staff to permanent positions.



Cost-Effective: Avoids inefficiencies of overusing per diem staff, like spending time scheduling candidates.

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**America's Best
Temporary Staffing Firms**

STAFFING INDUSTRY ANALYSTS • 2024

**5th Largest U.S.
Healthcare Staffing Firm**

STAFFING INDUSTRY ANALYSTS • 2024

**4th Largest U.S.
Per Diem Staffing Firm**

Considering Per Diem Staffing Through Agencies That Utilize 1099 Contractors? Know the Potential Risks



- Employee misclassification issues
- Increased compliance complexities
- Limited control over workforce
- Higher turnover rates
- Increased risk of IRS audit
- Restricted continuity in work quality
- Heightened instructional needs due to lack of independent contractor training
- Staffing coordination challenges
- Litigation due to misclassification
- Unpaid overtime to healthcare professionals
- Lack of insurance (workers compensation & professional liability)

Which Approach is Right for Me?

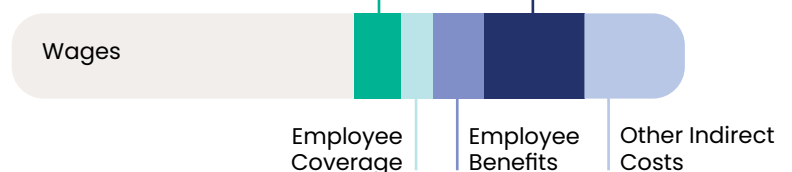
	Per Diem	Flexible Term
Ideal For	Short-term solutions	Mid-term solutions
Duration	Individual shifts	32-40 hours per week (4 week minimum)
Best Use	Dealing with day-to-day variability in staffing needs, meeting daily state mandated staffing ratios, or filling unexpected staff shortages.	Filling ongoing vacancies, whether planned or unexpected, with one healthcare professional.
Benefits	Provides more flexibility with relatively little commitment.	Typically increases continuity of care and reduces administrative burden related to scheduling, orientation, etc.
Challenges	Overuse poses risks of administrative inefficiencies, higher costs, and lower continuity of care.	Works best when there is a vacant 0.8-1.0 FTE or there are consistently available shifts that could be bundled to create a full-time schedule.

Reasons for Potential Cost Differences

What 1099 Firms Cover



What W2 Firms Cover



**This graphic is for illustrative purposes only and represents typical coverage by each type of firm. Actual cost breakdowns may vary depending on individual circumstances.*



Impact by the numbers



7,500 Facilities
served nationwide



22k Active healthcare
professionals



70+ Offices
nationwide

Specialties We Staff

- ✓ Nursing
- ✓ Allied Health
- ✓ Locum Tenens
- ✓ Revenue Cycle
- ✓ Government
- ✓ Educational Staffing

Terms to Know

Per Diem: Originating from the Latin phrase meaning "by the day," this staffing model involves using temporary professionals to fill individual shifts as needed. Synonyms: PRN, Registry, Shift work

Flexible Term: A staffing model that provides quick access to qualified professionals for specific projects or planned/extended absences without requiring long-term commitments. Synonyms: Temp staffing, Contract, Interim, Project-based, Extended assignment

W2 Employees: Workers hired to perform services under an employer's control and direction, with the employer dictating how, when, and where work is done. The employer withholds taxes and typically provides benefits like health insurance and paid time off, while providing a W2 tax form annually.

1099 Contractors: Self-employed individuals who provides services under specified contract terms, with control over how, when, and where they complete their work. They are responsible for their own taxes including self-employment tax, typically don't receive employee benefits, and are often hired for specific projects.

FTE (Full-Time Equivalent): A unit that indicates the workload of an employed person in a way that makes workloads comparable across various contexts.

Mandated Overtime: When an employer requires an employee to work more than their regularly scheduled hours, often due to staffing shortages.

Mandated Staffing Ratio: The legally required minimum proportion of healthcare staff to patients, established by regulatory bodies to ensure patient safety and optimal working conditions.

Employee Misclassification: Incorrectly classifying workers as independent contractors instead of employees, which can lead to legal and financial consequences.

Other Direct Costs: Those for activities or services that benefit specific projects or clients (i.e. Salaries of sales teams, recruitment, credentialing, and recruitment resources, etc.).

Other Indirect Costs: Those for activities or services that benefit more than one project or client (i.e. HQ advertising, Legal, Payroll, A/P, HR, and compliance).



Key Metrics to Consider

	Per Diem	Flexible Term
Healthcare Professional Loyalty	● ○ ○	● ● ○
Continuity of Care	● ○ ○	● ● ○
Turnaround Speed (From date of request to start)	● ● ● Same day to 3 days	● ● ○ 7 to 10 days*
Client's Ability to Review and Vet Candidate Suitability	○ ○ ○ Client cannot review candidates	● ● ○ Client decides involvement
Administrative Integration (Ability to Integrate HCP into client's software, HRIS, scheduling, timekeeping, etc.)	● ○ ○ Often not needed	● ● ○
Facility Orientation	● ○ ○ Necessitates shorter orientation	● ● ○ Allows for expanded orientation
Likelihood of Conversion to Permanent Employee	● ○ ○	● ● ○

Chart is for illustrative purposes and serves as a generalization of both models.

Our flexible term solutions allow you to pick your level of involvement in the staffing process, whether you want to internally review candidates or rely on our tailored candidate selection to handle the whole process.

*Depending on job description, location, pre-employment requirements, state background processing times, etc.



Amergis is a staffing firm that employs nursing, aide, and allied healthcare professionals on a W2 basis and offers flexible solutions to help facilities adequately respond to planned or unexpected absences in a cost-effective and efficient manner. Plus, our focus on quality and people-first approach ensures you are getting professionals who are fully vetted and equipped to meet your needs.