

**Adventist Medical Center
Model for Surgery Staffing Without Call
June 2008**

Key elements of the Adventist program:

- This program is essentially a surgical “float pool.”
- No aspect of the program is considered mandatory.
- Three employees, one in PACU and 2 in the PeriOperative area are scheduled in the following manner:
 - 40 hours/week are guaranteed
 - 16 hours/week are regularly scheduled 8 hour days
 - The remaining time they are "on-call" for their respective areas:
 - Sunday - Thursday 11pm to 7am on-call
 - Saturday/Sunday 7pm to 7am on-call
- This plan has been enough to keep our regular staff from taking weekend or night call.
- The employees get “call back” time if they are called in, additional to their regular salary.
- If these 3 employees work additionally during the week, they are eligible for overtime.
- We run two regular 8 eight hour shifts Monday through Friday.
- High degree of satisfaction among staff due to lack of a call requirement.
- For questions, contact Brian Baker, Administrative Director of PeriOperative Services, Adventist Medical Center at 503-257-2500.