

WELLHART



Your Ultimate Guide TO LOCUM TENENS STAFFING

When emergency strikes, humanitarian aid is needed, or your medical facility has a gap in coverage, the fastest way to ensure medical needs are met is through the use of temporary staffing. In this guide we will explain what locum tenens staffing is, how the industry is growing, and how you can benefit from Wellhart's vast network of medical providers. You will find answers to some of the most frequently asked questions, all designed to show you why using locum tenens physicians, nurse practitioners, physician assistants, and dentists is the best solution for your needs.

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Thank You!



SECTION 1: WELCOME TO THE WORLD OF LOCUM TENENS STAFFING

What Exactly Is Locum Tenens Staffing?

In Latin, “locum tenens” means “holding one’s place.” In healthcare, the term refers to temporary physician, nurse practitioner (NP), physician assistant (PA), dentist, and certified registered nurse anesthetist (CRNA) staffing services.

Depending on the needs of the client, locum tenens provider assignments can be for short or long term projects, and range in duration as customized to our clients’ needs.

The Locum Tenens Market

The demand for care in the U.S. is growing at an alarming rate. In fact, studies have found that by 2030, the U.S. will be short by 40,800 to 104,900 physicians and will see a significant shortage among specialists.

That’s where locum tenens staffing comes in!

Locum tenens has become a popular option for various types of healthcare organizations across the country. At hospitals, private practices, companies, field hospitals, shelters, alternative care sites, refugee camps, universities, schools, and other healthcare facilities, locum staffing offers unparalleled coverage whenever and wherever care is needed.

Because of the anticipated physician shortage, locum tenens services are in high demand, resulting in a \$4.4 billion market with a 5.6 percent growth rate.

Let’s take a closer look at the advantages of using locum tenens providers for your staffing needs.



SECTION 2: THE BENEFITS OF USING LOCUM TENENS STAFFING

Who Uses Temporary Medical Providers?

Traditional healthcare facilities including but not limited to hospitals, private practices, dental clinics, schools/ universities, and more!

AGENCIES WHO AID:

- Following natural disaster relief including floods, fires, earthquakes, hurricanes, tornados, snow, and more!
- Due to surge staffing needs including disease outbreaks, pandemics, and endemics.
- For humanitarian medical staffing providing care to migrant children/adults and refugees.

STATE-LEVEL GOVERNMENTS:

- Including facilities under the jurisdiction of federal or state bureaus of corrections
- Behavioral health hospitals
- Long-term COVID-19 testing/vaccination centers
- Natural disaster/crisis relief
- Alternate Care Sites

OUR NATIONAL GOVERNMENT:

- Department of Defense (DOD) facilities
- Veterans' Affairs facilities, including VA hospitals and clinics
- Indian Health Service (IHS) facilities, which are often in rural areas

Why Do Clients Use Locum Tenens?

Organizations of all sizes use expert locum tenens practitioners to manage a wide variety of healthcare staffing challenges, such as:

- An influx in providers/urgent needs due to emergencies including pandemics, natural disasters, or humanitarian aid.
- Supplementing gaps in coverage for permanent staffing including sudden vacancies, upcoming vacations, illnesses, or planned leaves of absence (such as maternity or sabbatical leave).
- Supplementing existing permanent staff during unanticipated or seasonal spikes in patient volume.
- Providing stopgap coverage while trying to hire permanent staff for replacements, opening a new facility, or the expansion of services.

The benefits of locum tenens staffing go way beyond simply finding temporary placements. Locum providers have become a necessary solution to the on-going physician (and healthcare provider) shortage in the United States.



SECTION 3: YOUR PARTNER IN STAFFING

Throughout the locum tenens staffing process, you'll never be left to figure things out alone. Wellhart builds and maintains relationships with a large pool of experienced locum tenens providers. This is a valuable asset that gives you an edge in fulfilling staffing needs fast and reliably. Your dedicated Account Executive will be there every step of the way to take care of everything you need with speed and efficiency.

Having an Account Executive by your side alleviates some of the pressures associated with seeking staffing coverage on your own, such as:

- Quickly and efficiently finding qualified candidates.
- Facilitating credentialing or state licensing when necessary.
- Obtaining comprehensive medical malpractice insurance coverage.
- Arranging travel accommodations.

It's your Account Executive's core responsibility to find the best candidate that matches your staffing needs. They do so by building a strong, long lasting relationship where they will work with you 1 on 1 to provide highly individualized services.



SECTION 4: WHY WELLHART

1-1 Relationships

Wellhart utilizes a 1:1 approach with clients. What this means is once you work with Wellhart, you will have a single point of contact for any questions, requests, or comments that you have. Our entire process revolves around saving you time and energy when hiring your next high-quality locum tenens provider. Here is what you can expect when working with a Wellhart locum tenens expert:

THE FIRST CALL

An Account Executive will get in touch with you to learn more about you, your project, and your locum tenens needs so we can present you with providers with the right candidates for your project.

THE SEARCH

Based on the information you provided us in the initial call, we will create a job listing in our internal database for our teams to work on to find you the perfect candidate for your project. We will then get to work on our vetting process and once all the candidates are vetted internally, we will send over our top quality candidates to you.

ADVANCING THE PROCESS

Wellhart utilizes a designated project coordinator that will be assigned throughout the lifecycle of the staffing process. The purpose of a project coordinator is to act as a liaison between the recruitment team, the provider, the client, and all our support teams to ensure that all project details are well coordinated internally and externally. **This ensures, you are being presented with the most qualified candidates, and the most efficient process possible based on your needs.** This streamlines the assignment process and, in turn, saves you time and effort.

Proactive Recruitment

Wellhart's proactive approach to locum tenens staffing is a key differentiator from its competitors. Every day, new providers, including physicians, nurse practitioners, physician assistants, dentists, and CRNAs are added to the database. These providers are interested in opportunities nationwide because Wellhart works with both clients and providers with the utmost honesty and integrity. Providers are recruited and engaged with regardless of any specific need or current opening with transparency in the deliverability of our promises. To ensure that our database is geographically diverse, our teams help providers obtain new state licenses so they are, and we are, prepared to support clients across the country, in all 50 states and the District of Columbia. This proactivity puts Wellhart in a position to staff our client open positions quickly and efficiently, with qualified healthcare providers.



Behind the Scenes

Our quality assurance team conducts a thorough review of all providers before disclosing their information to a client so that we may present accurate and complete information for a client's consideration. We actively research, analyze, and present provider background information, including:

- Credentials
- References
- Medical board searches
- Risk Assessment check

We conduct internal interviews, check and maintain updated references and risk assessments, and conduct internal quality checks to help us present providers that best fit a position. We also go further to evaluate:

- Interpersonal skills
- Demeanor
- Commitment to patient care
- Self-awareness
- Experience in specific healthcare settings

All candidates will have already passed through our internal vetting process before they start on any assignment. Wellhart's team will check the provider's references to verify qualifications, confirm their interest in the proposed position, and uncover any malpractice/legal issues through our risk management department. Only when these steps are completed will we present new providers to the client. We are contracted with a premier background screening company that allows us to perform background checks, drug screening, and occupational health screenings. Our basic background check package will include a Positive ID & SSN Trace, 7 year Criminal History (National & County searches) at the request of our clients, as well as a number of Sanction Checks, including but not limited to OIG, GSA, SAM, and other Exclusions database.

This vetting process ensures that our clients are presented with the best possible candidates to meet their needs.



Our Internal Teams

PROVIDER CLIENT RELATIONS

The PCR team facilitates the credentialing process by putting all of the provider's paperwork together for you. This way, you don't need to waste time tracking down each document you need from the provider. To further expedite the staffing process, our PCR team also takes a more proactive approach compared to our competitors, where we work to vet providers in advance, in anticipation of upcoming staffing requests.

The total time needed to complete the process depends heavily on the client's time-frames and responsiveness, but our team is committed to having a provider on site and ready to work when you need them.

LICENSING

Our licensing team is responsible for proactively purchasing licenses for providers if necessary. Wellhart's licensing team utilizes a proactive licensing strategy so we can help providers get licensed as quickly as possible when a locum need arises. **Unlike other agencies, we offer a true licensing program. This means we will buy the license in advance and work with the state and the provider to obtain it as fast as possible.**

TRAVEL

Wellhart's dedicated travel team is responsible for coordinating all travel-related accommodations for your facility's locum tenens provider, ensuring a worry-free experience for our clients. The travel team books flights, hotel, and rental car for the incoming provider as well. Our travel team handles:

- Flights
- Rental cars
- Mileage
- Hotels

FINANCE

Our finance team is responsible for overseeing and reconciling provider payroll, travel costs and select other types of incurred expenses. They make certain that providers are always paid in full and on time to ensure their continued participation in all assignments.

This role is an integral part of the weekly billing process, working with the billing, sales and travel teams as needed to ensure a smooth, timely payment process.

LEGAL

Our account Executives have support available from a 24 hour legal team dedicated to assisting our clients and providers with any inquiries regarding any legally binding documentation, issues that may arise, or changes that are requested.



THANK YOU!

The healthcare industry has changed drastically in the past few years. As the United States prepares to face a severe physician shortage, healthcare employers are looking toward locum tenens as an important way to ensure optimal staffing in every kind of situation.

If you still have questions about anything we discussed in this guide, reach out at (800) 610-6204. Our account executives are here to guide you through every step of the locum tenens staffing process so you can focus on what's important – taking care of patients and maintaining your facility's revenue streams.

[View our NAICS Codes here.](#)

Connect With Us Today!



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(800) 610-6204



Wellhart Staffing



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