



Temporary Professional Staffing

The use of temporary professional staffing may increase a healthcare facility's professional liability risk. Implementing the following risk management strategies should be considered when utilizing contracted temporary professional staff.

Administration of Agency Staffing Contracts	Yes	No
Policies and procedures are in place which govern the decision-making processes for the use of temporary professional staffing.		
Responsibility for the oversight of temporary professional staffing contracts and administration of the processes through onboarding and performance review of staff is assigned.		
Professional liability policy limits, which cover contracting with temporary staffing agencies and the utilization of temporary professional staff have been verified.		
Staffing agency contracts have been reviewed to ensure provision of professional liability coverage, professional risk management oversight, and the agency's ability to provide the required professional staff who possess the appropriate licensure, credentials, and demonstrated competence.		
Other: Specify		
Onboarding Agency Staff	Yes	No
Temporary professional staff member licensure, credentials, skills, and qualifications have been verified and documented.		
Temporary professional staff member credentialing has been completed, if required.		
Temporary professional staff member hospital and department orientation, manager oversight, and ongoing evaluation according to your healthcare organization's established policy is in place.		
Other: Specify		

Performance Improvement	Yes	No
Establish performance improvement indicators for the temporary professional staffing process.		
Track, trend, and report the organization's experience regarding each temporary professional staffing agency contract and agency staff member performance.		
Report outcomes at least annually to the appropriate performance committee and implement any remedial actions identified.		
Other: Specify		
Notes:		

Medical Mutual Insurance Company of Maine offers this information as reference information only and is not intended to establish practice standards or serve as legal advice. MMIC recommends you obtain a legal opinion from a qualified attorney for any specific application to your practice.