



MEMO

To: System Office Colleagues

From: Ed Hodge, Executive Vice President and Chief Human Resources Officer

Gay Landstrom, Ph.D., R.N., Senior Vice President and Chief Nursing Officer

Date: 12/02/2020

Re: Patient Care Support for Health Ministries

As you are all aware, COVID-19 positive case numbers are climbing in our communities. Many of our Health Ministries (HMs) are challenged with increasing numbers of COVID-19 inpatients and feeling the constraints of available clinical resource limitations due to the high demand across the country. At Trinity Health, we have used many avenues to increase available resources including standing up our National FirstChoice program and FirstChoice Hubs, shifting resources from one region of lower demand to another in need, when such pools were available, and increasing our use of an outside agency.

We have heard from several System Office colleagues that there is a desire to offer some type of assistance to the HMs, but many are unsure how. We know that many of our HMs are trying to stand-up Team or SWAT models of care but are challenged in doing so due to lack of “extender” roles providing basic patient care and care support. We believe there are System Office colleagues with the clinical expertise and availability to temporarily serve in these roles to help our HMs during this important time. Since most System Office colleagues live in Michigan, we are focused on clinical roles in Michigan where there is need. While a clinical background is always helpful, extender and other possible roles do **not** all require clinical background. Therefore, System Office colleagues with clinical and non-clinical backgrounds are invited to express their interest.

We are reaching out today to determine how many colleagues would be willing and in what capacity they are available to support – if a viable role is available. Please note this is entirely your choice and if you choose to volunteer to temporarily work a different role in a HM you (in consultation with your direct manager), would determine the amount of time availability you may have. NOTE: If you have interest, it will be important to discuss with your direct manager the ability to delay or shift work to allow your temporary transfer to an appropriate HM role to support the front-line. Compensation rate details will be discussed upon a match. Trinity Health is committed to ensuring that, in general, your compensation will **not** be reduced as a result of being accepted for this temporary assignment.

How to submit your information and availability for a temporary work transfer:

Complete [this form](#) by 5 p.m. ET on Wed., Dec. 9.

We will then work to determine if there are available matches/viable roles at HMs for this level of support. If your skills are a match for a needed role, you will hear from the staffing work team about next steps.

We appreciate the desire to support the caregivers with care delivery during this extraordinary time. It is this calling and sense of community that makes Trinity Health a great place to work.