

FACTS & FEATURES

AHA SERVICES
Guiding Healthcare Solutions

A for-profit subsidiary of the Arkansas Hospital Association

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Please Join Us to Discuss a Common Nursing Orientation Program for ALL Arkansas Hospitals and Nursing Education Programs

careLearning
eLearning. Real-World Advantages.

The Arkansas Hospital Association invites you to register for an important meeting where hospitals and schools of nursing will discuss a common, statewide Nursing Orientation Program. The meeting will be held Tuesday, October 25, 1:00 - 3:30 PM at the Arkansas Hospital Association, 419 Natural Resources Drive, Little Rock, AR 72205. (AHA Classroom)

In 2009, Rhode Island colleges and hospitals came together to form a Common Orientation Program for nursing students in their state and established the PassPort Program through careLearning*. As a result of this collaboration, nursing students statewide go through one consolidated online orientation/training program approved by hosting hospitals. Hospitals can also include content specific to their organizations. The students take these courses as part of their required curriculum at their respective schools and present transcripts as they report to each hospital.

careLearning provides the bulk of required compliance and regulatory courses, ensuring they are current and compliant with Joint Commission requirements. This program has now been replicated throughout South Carolina, and most recently in the Metro St. Louis area.

Outcomes show that, compared to previous methods, the statewide common orientation program has furthered student knowledge and skill. With the Common Orientation Program, healthcare organizations save staff time and resources, and are assured that students obtain a consistent, up-to-date orientation including the content they deem as critical and can verify that nursing orientation requirements have been met.

Students save time during the general orientation process by not receiving redundant information from more than one hospital, allowing them to concentrate more on application of knowledge. Schools save time by not needing to devote as much clinical time to orientations. The fee for this program is \$10 per person. The student pays this fee as part of their college fees and there are no other costs to schools or hospitals.

OCTOBER 25 MEETING AGENDA

Welcome and Review of the PassPort Program
Roundtable Discussion
Next Steps
Dismissal

[Download Registration Form](#)

* careLearning, a non-profit organization, was formed by over 40 hospital associations and offers online education for healthcare organizations.

Come hear about a way to streamline orientation at no cost to schools or hospitals. The student pays a one-time annual fee of \$10 to access curriculum for all participating hospitals.

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Nominate Your Physician for the 2017 “Country Doctor of the Year Award”



Do you know a great country doctor? The kind of physician who still makes house calls and accepts the occasional apple pie or roast turkey for a fee?

If so, he or she may qualify as the 2017 Country Doctor of the Year. Presented by Staff Care, Inc., a national healthcare staffing firm, the Country Doctor of the Year Award honors the spirit, skill and dedication of America’s rural medical practitioners.

Now in its 24th year, the Country Doctor of the Year Award has been presented to renowned rural physicians such as the 2014 Country Doctor of the Year, Dr. John Otho “Rob” Marsh of Middlebrook, Virginia, one of the most decorated military physicians in the United States and to Dr. Hiram T. Ward of Murfreesboro, Arkansas, who voluntarily left retirement at age 81 when the only hospital in the county was faced with imminent closure due to a lack of physicians, to provide medical coverage for the hospital seven days a week, 24 hours a day. Past recipients of the award have been featured in numerous national media outlets, including *USA Today*, *People*, *Parade* and *The Today Show*.

As part of the award, Staff Care will provide the 2017 Country Doctor of the Year with a temporary physician for two weeks at no charge, a service valued at \$10,000. According to Staff Care President Sean Ebner, rural doctors often cannot find physicians to cover their practices and so have difficulty taking vacations.

“We hope the award winner enjoys some well-deserved rest,” notes Mr. Ebner, “but our real intent is to honor an outstanding country doctor and to shine a light on the great work that rural physicians continue to do, even as their numbers dwindle.”

Nominations for the 2017 Country Doctor of the Year Award will be accepted for physicians who practice in rural communities and who are



engaged in such primary care areas as general practice, family practice, internal medicine, and pediatrics. Anyone can nominate a physician, including friends, patients, co-workers or family members, and all stories or anecdotes about the physician’s practice are welcomed.

Nomination forms can be downloaded from the Country Doctor of the Year Award web site at <http://www.staffcare.com/about-us/country-doctor-award/>, or you may call Staff Care for a nomination form at 800.685.2272. Completed nominations must be received no later than October 15, 2016.

About Staff Care

Staff Care (www.staffcare.com) is the leading temporary physician and advanced practitioner staffing firm in the United States and is a company of AMN Healthcare (NYSE: AHS), the nation’s largest healthcare staffing organization.

HFMA’s Upcoming Live Webinars

Learn about timely healthcare finance topics and earn CPEs. Most live webinars are free for HFMA members and \$99 for non-members, unless otherwise noted.

[View all upcoming live webinars](#)
(hold the control key and click link)



HFMA’s On-Demand Webinars

HFMA provides webinars available one calendar year following the live webinar date and year. Most On-Demand webinars are free for HFMA members and \$99 for non-members, unless otherwise noted.

[View all On-Demand webinars](#)
(hold the control key and click link)

hfma.org/webinars

Healthcare Salaries Increasing as Recruiting Continues



According to the Bureau of Labor Statistics, U.S. healthcare employers have added 194,200 professionals to their staffs in the first half of 2016. Coupled with increasing demand, shortages of key professionals—including physicians and nurses—are forcing employers to offer higher salaries to retain current employees and remain competitive when recruiting.

According to the Health eCareers 2016 Salary Guide, which analyzed the survey responses of nearly 20,000 professionals, both passive and active job seekers feel confident about their prospects. Eighty-six percent reported they are 'very confident' or 'somewhat confident' they can find a new position in their field within the next 12 months.

Physicians Are Primarily Happy with Their Employers and Compensation

MEAN TOTAL ANNUAL COMPENSATION



Eighty-four percent of the physicians and surgeons surveyed were confident in their ability to find new employment. As a group, they reported mean total annual compensation as \$255,648, a 2.5 percent increase from 2015.

Fifty-two percent were 'somewhat satisfied' to 'very satisfied' with their compensation. However, among those who reported salary dissatisfaction, the three most common reasons were below average salaries for similar jobs in the region, extra hours that aren't compensated, and salaries that fail to reflect their years of experience.

PAs and NPs Are Among the Most Confident About Their Job Prospects

Eighty-nine percent of the NPs and 94 percent of PAs surveyed were confident in their ability to find new employment. This represented a 5.3 percent and 4.3 percent compensation increase from 2015, respectively. Both groups were primarily happy with their current situations.

Twenty-seven percent stated they were 'very happy and planning to stay' compared to 9 percent, respectively, who reported being 'unhappy and looking to change ASAP.' They were quite satisfied with their compensation as well. Sixty percent of PAs and 52 percent of NPs surveyed responded 'very satisfied' to 'somewhat satisfied' with their annual earnings. However, their biggest career concerns for the next year were lower or no salary increases and increased workload / patient load.

MEAN TOTAL ANNUAL COMPENSATION



Nurses Are Concerned About Their Salaries, Which Have Actually Decreased

Eighty-nine percent of the nurses surveyed were confident in their ability to find new employment. They reported mean total annual compensation of \$61,875, which was a 3.1 percent decrease from 2015. This could explain why nursing was among the positions least satisfied with their salaries. Fifty-six percent stated they were 'neutral,' 'somewhat dissatisfied,' or 'very dissatisfied,' with the most common reasons reported as salaries that do not reflect years of experience, salaries below the average for similar jobs in the region, infrequent or low salary increases, and extra hours that are not compensated.

Regardless of their salary concerns, 17 percent of the nurses surveyed reported that they are 'very happy and planning to stay' with their current employers. Only 13 percent were looking to make a change as quickly as possible.

Resources
<http://www.bls.gov/ces/highlights122015.pdf>
Health eCareers 2016 Salary Guide

www.HealtheCareers.com/AHA

For more information regarding Health eCareers, contact [Tyler Barkmeier](mailto:Tyler.Barkmeier@healthcareers.com) at 720.606.1172.

Contact Us: (888) 884-8242 or info@healthcareers.com | healthcareers.com | Health eCareers is a DHI service.

Arkansas Hospital Listed Among Top Performing Rural Hospitals



Lawrence Memorial Hospital in Walnut Ridge has been named one of the 20 highest ranking critical access hospitals (CAHs) in the country, as determined by iVantage Health Analytics and recently announced by the National Rural Health Association (NRHA).

The determining factors for the Top 20 CAHs were based on nine indices of strength including inpatient marketshare, outpatient marketshare, population risk, cost, charge, quality, outcomes, patient perspectives, and financial stability. This elite group was selected from iVantage's Top 100 CAH list.

Forty "best practice" designations were also given to facilities that have achieved success in one of two key areas of performance, based on iVantage's tabulation.:

- **Quality index:** A rating of hospital performance based on the percentile rank across the five categories of the company's Hospital Compare process of care measures.
- **Patient perspective index:** A rating of hospital performance based on the percentile rank on two Hospital Compare HCAHPS measures ("overall rating" and "highly recommend").

"NRHA is committed to ensuring our members have the best information to manage their hospitals" said Brock Slabach, NRHA membership services senior vice president. "And we're pleased to recognize the accomplishments of these rural hospitals."

Other Excellence Awards go to the following Arkansas hospitals:

Excellence in Quality

- Lawrence Memorial Hospital
- Medical Center of South Arkansas
- Mercy Hospital - Booneville
- Piggott Community Hospital

Excellence in Outcomes

- Baptist Health Medical Center - Heber Springs
- Baptist Health Medical Center - Stuttgart
- Stone County Medical Center

Excellence in Patient Satisfaction

- Baptist Health Medical Center - Heber Springs
- CrossRidge Community Hospital

Piggott Community Hospital

Excellence in Financial Strength

- Great River Medical Center
- Howard Memorial Hospital
- Medical Center of South Arkansas
- Mercy Hospital - Berryville
- River Valley Medical Center
- Saint Mary's Regional Medical Center

About the National Rural Health Association

NRHA is a nonprofit organization working to improve the health and wellbeing of rural Americans and providing leadership on rural health issues through advocacy, communications, education and research. NRHA membership is made up of 21,000 diverse individuals and organizations, all of whom share the common bond of an interest in rural health.

For more information, visit RuralHealthWeb.org.

About iVantage Health Analytics

iVantage Health Analytics, Inc., is a privately held healthcare business intelligence and technology company. The company provides information products serving an expansive healthcare industry. iVantage integrates diverse information with innovative delivery platforms to ensure customers' timely, concise and relevant strategic action.

For more information, visit iVantageHealth.com.



Come meet our AHA Services, Inc. Endorsed Vendors
AHA Trade Show (Governor's Halls I - II)
Thursday, October 6, 1:00 p.m. - 3:30 p.m.

Gallagher Benefit Services

[Booth 22](#)

Vizient

[Booth 21](#)

BancorpSouth Insurance Services

[Booth 20](#)

Liberty Mutual

[Booth 47](#)

Merritt Hawkins

[Booth 4](#)

Health eCareers

[Booth 48](#)

AHA Services, Inc.

[Booths 29 and 33](#)



DocuVoice

[Booth 31](#)

iVantage

[Booth 26](#)

VSP

[Booth 27](#)

Healthcare Staffing Services

[Booth 45](#)

Commerce Bank (Commerce Point-of-Care)

[Booth 49](#)

AHA Workers' Comp Self-Insured Trust

[Booth 28](#)

2016 Survey of America's Physicians: **MERRITT HAWKINS** an AMN Healthcare company

Practice Patterns and Perspectives

What are the career plans, practice patterns, and morale levels of today's physicians?

Every other year, Merritt Hawkins, the sole endorsed permanent physician staffing provider of AHA, conducts a survey on behalf of The Physicians Foundation to answer these and related questions. The new, **2016 Survey of America's Physicians: Practice Patterns and Perspectives**, featuring 17,236 physician responses and over one million data points, is complete.

This survey provides the most comprehensive, in-depth examination of physician practice patterns, physician career plans, and physician morale in the industry:

MACRA – only 20% of physicians are familiar with Medicare's new reimbursement system

Quality-based payments – only 43% of physicians have their compensation tied to quality

Physician supply – 48% of physicians plan to retire, seek non-clinical jobs, or cut-back hours in the next one to three years

The survey also offers unrivaled insight into Arkansas physicians covering the following topics, among many others:

ICD-10 – only 7.5% of Arkansas physicians indicate ICD-10 has improved practice efficiency

Physician practice patterns – 71.6% of Arkansas physicians indicate they are overworked or overextended, the 8th lowest of any state

With responses broken out by physician age, gender, practice status, specialty, and state, the **Survey of America's Physicians** is an indispensable resource for healthcare facility CEOs, administrators, and anyone else interested in physician practice patterns and perspectives.

AHA members who would like a complete copy of the survey are welcome to contact Rich Gehrke at rich.gehrke@merrithawkins.com or at 469-524-1657.

1 - Hour Online Seminar to Save Hospitals Money, Time, Hassle

The Arkansas Hospital Association invites your hospital to learn more about the *careLearning* education management solution on **November 17, 2016 at 2 pm**.

The Arkansas Hospital Association, along with 40 other state hospital associations, offers *careLearning*, a web-based online educational tool for member hospitals.

Hospitals all over the country utilize this cost-effective learning solution to ensure all employees have required regulatory training as well as access to hundreds of healthcare-related courses. Users can create an unlimited number of facility-specific courses and manage instructor-led meetings, as well as automatically track and report upon usage with a few quick clicks in the system.

[Download](#) the agenda and registration for this one-hour online seminar that can save your hospital money, time and administrative hassles.

All Attendees will be entered in a random drawing for a \$50 Visa Gift Card!

For a 3-minute overview of what *careLearning* can offer your organization, go to <http://info.carelearning.com>

If you would like additional information, or would like to schedule a personal webinar for your staff at a more convenient time, please contact Liz Carder, AHA Services, Inc. at 501.224.7878, lcarder@arkhospitals.org

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