

3/4/14 view

## HOSPITAL HAPPENINGS

# Medical Laboratory Professionals Week

*By Karen Quinnell, Laboratory Manager*

Medical Laboratory Professionals Week, established 41 years ago to take place annually the last week in April, offers us the unique opportunity to increase the public's awareness and understanding of the valuable role the medical laboratory professionals have in our healthcare system. At Ferry County Hospital, I am privileged to work with 4 individuals who have made it their profession to serve in this capacity.

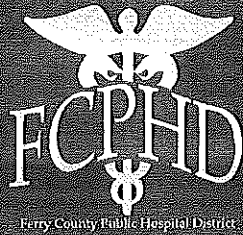
They are all dedicated, well trained, and committed to excellence. Please help me express our appreciation for their dedication and hard work toward the collaborative effort of delivering better health care to our community.

*Prior Hospital Happenings available at <http://www.fcphd.org/news.html>*

**Ferry County Public Hospital District**  
*Improving Health – Saving Lives*



Ferry County Public Hospital District



# Ferry County Public Hospital District

*Improving Health – Saving Lives*

## Quorum Health Resources

*April  
View Extra*

## Recruiting

Our last article explained our selecting and hiring (recruiting) a new CEO for Ferry County Public Hospital District (FCPHD) but did not cover the many other positions. This article will attempt to provide an overview of our constant recruiting efforts.

This overview may best be done in the context of sports, specifically the NFL draft process and the Seahawks in particular since they have been pretty successful in building a reliable winning team. Just as the Hawks identify the skills set needed for each position, so does FCPHD. We do this through job descriptions and policies which include education level requirements and specific certification(s) required. Most are set by federal and state laws, rules and regulations and because FCPHD is a critical access hospital (CAH), these may be different than non-CAH hospitals for provider and nursing positions. Since FCPHD also includes medical clinics, long-term care and assisted living, requirements may also be different than other CAH hospitals. Some examples are the requirement for current certification in Advanced Cardiovascular Life Support (ACLS), Pediatric Advanced Life Support ( PALS ) Advanced Trauma Life Support (ATLS) for our medical staff providing ER services.

Then, like the Hawks, we identify those positions to be filled so we have a complete team. Vacancies occur over time and most are from retirement or relocation but some may be because of internal changes such as

employees moving to another position or in new position created from realignment or adding service levels or services themselves. In addition to the skills required and/or desired, our managers, like the Hawks, identify other required or desired qualities, such as comfort living in an isolated rural setting, etc. Then our Human Resources department (HR) begins the search/recruiting process, which differs from the Seahawk scenario, by advertising our needs through a variety of sources, dependent upon the position, including paper and electronic media, specialized search firms and job fairs.

Candidates are then screened by managers for site visit and interview by teams. If all works well, a selection and offer is made resulting in a new FCPHD employee who will meet our needs in fulfilling our mission to “Strengthen the health and well-being of our community through partnership and trust”.

Our most critical needs identified are an adequate and stable medical provider and nursing staffs. In this respect we are again like the Hawks and other NFL teams, other hospitals/clinics are also looking to fill the same needs. So unlike our current single CEO recruiting search, the HR recruiting effort is continuously in process. We, your Board, hope this brief summary helps you understand better how FCPHD is working for you.

*Dave Iverson, Nancy Betschart, DiAnne Lundgren, Ron Bacon, Nancy Giddings*

4/27/16 View

## HOSPITAL HAPPENINGS

### *Save the date: upcoming health fair*

*By Terali Stonehocker, CEO*

Ferry County Public Hospital District (FCPHD) will be recognizing "National Hospital Week" this year by sponsoring a community Health Fair on Saturday, May 14, at the hospital.

In addition to the hospital, there are numerous agencies in our community and county that provide additional and/or supplemental health and healthcare related services. The goal of the Health Fair is to give our community an opportunity to gather information and talk to agencies about the services that are available.

The District will participate in the Fair

with the hospital, clinic, assisted living facility and rehab having information on what services are provided here in Republic. Representatives will be available to answer questions.

Invitations have been sent out and a list of agencies participating in the Health Fair will be published before the scheduled date. If you are interested in participating in the fair, please contact Nina Novikoff at 509-775-3333.

*Prior Hospital Happenings available at <http://www.fcphd.org/news.html>*

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