



## Questions To Ask When Choosing a Healthcare Staffing Agency

## Important Questions To Ask When Choosing a Healthcare Staffing Agency

The demand for patient care is growing exponentially, and hospitals and other healthcare organizations simply can't keep up. That's why they're looking to staffing agencies to lend a helping hand.

If you work in the healthcare field and have considered a change of scenery, it might be a good time to explore opportunities that are available to you through a healthcare staffing agency.

A quick Google search will show you the names of numerous healthcare staffing agencies. So how do you know which one is best for you?

We've put together the following checklist of top questions you should ask when deciding which healthcare staffing agency you should work for.



## 1. Where will I work?

If you're like most healthcare providers, you already know the areas you like most and the ones that you like least. So you must ensure the agency you are considering offers opportunities in your particular niche.

### Interim HealthCare provides staffing support for a wide variety of healthcare facilities and organizations, including:

- Medical Practices
- Medical Clinics
- Assisted Living Facilities
- Skilled Nursing Facilities
- Rehabilitation Centers
- Hospitals
- Schools
- Correctional Institutions

### We also provide staffing for a broad range of health services, including but not limited to the following:

- Temperature screening and Covid-19 testing
- Immunization and flu shot clinic
- Health fairs and health screenings
- Occupational health
- Disease management and clinical laboratories
- Training for effective use of manufactured products

## 2. What is the workplace culture like with your agency?

Beyond fitting the job description, you'll want to dig a little deeper to find out if you'll actually enjoy working with the staffing agency. A few questions you can ask to get a feel for what the workplace culture is like include:

- What does a typical day look like?
- How are decisions made?
- How are conflicts resolved?
- Do you offer team-building activities?
- Why do employees choose your agency over other agencies?

## 3. How will my performance be evaluated?

In healthcare, it can be difficult to analyze performance with data. That's just one reason it's important to have a clear understanding of how your job performance will be evaluated. It's also important that you know what your employer expects of you from the start. Asking about performance evaluation and expectations during the interview will help ensure your goals are aligned with the agency, which can also help you determine if it's the right fit for you.

## 4. What benefits does your staffing agency offer?

Benefits can vary greatly among staffing agencies. To make the right decision for you and your family, you'll want to make sure you have a good understanding of the benefits the healthcare staffing agency will provide. To ensure you cover all the bases, we've provided some benefits-related questions we recommend you ask any agencies you are considering.

- Are my hours guaranteed?
- Will I be able to earn overtime pay?
- I have friends that may be interested in agency work. Do you offer a referral bonus?
- Does your staffing agency support continuing education? Do you offer tuition reimbursement?
- Will I be reimbursed for mileage?
- Do you offer bonuses for completing assignments?
- Does your agency help with licensing fees for clinical employees?
- Do you offer medical, dental, life and malpractice insurance?
- Will my family be covered under any commercial insurance plans you offer?

## 5. Do I get to pick where I work?

When you think of working for a staffing agency, your mind may default to positions that require extensive travel. However, that's not always the case. It's common for staffing agencies to have contracts with local hospitals and healthcare facilities near your home. It's important to ask a staffing agency the following questions, to ensure you know exactly where you'll be working, and even what state you're expected to work in.

- Will I be required to work in a different state or at a facility that is not located near where I live?
- Do I get a say in the type of position I will be assigned?
- Do I get to pick the department or facility where I will be assigned to work?



## 6. What are the contract conditions?

Contract conditions can often be the deciding factor regarding which agency you will work for. Bottom line—you must ask about the contract conditions related to the position.

Be sure to ask the following questions:

- Will you work in shifts?
- Will you be required to float between departments?
- How often will you be paid?
- Will you have guaranteed hours?
- What is the contract length?
- What happens if you're unable to fulfill your contract?

### **At Interim HealthCare, our employees are vital.**

Whether you are a nurse, a therapist, a CNA, or a non-clinical member of our team, your job is critical to ensuring patients are well cared for.

We ensure our employees know how vital and valued they are—it's just one of the many reasons healthcare professionals love working with Interim.

Interim HealthCare is everything you've been looking for...and then some.

Start your journey with us here.