

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

106



FROM: Riverside County Regional Medical Center

SUBMITTAL DATE:
July 24, 2006

SUBJECT: Approval of the Partnership for Nurse Training between Riverside County Regional Medical Center and the National Advisory Board Center without securing competitive bids.

RECOMMENDED MOTION: That the Board:

- 1) Approve the partnership between Riverside County Regional Medical Center and the National Advisory Board Center for the Nursing Leadership Academy and Center for Frontline Nursing Leadership; and
- 2) Authorize the Purchasing Agent to execute the partnership agreement.

BACKGROUND:

A component of Riverside County Regional Medical Center's (RCRMC's) Nurse Recruitment and Retention Plan is to develop nursing leadership at the frontline (bedside) and among the Nurse Managers. To address this issue, in FY2006 RCRMC tested a Leadership Intensive program from the Advisory Board's Center for Frontline Leadership. This is a national curriculum and on-site educational program for frontline nursing leaders – Assistant Nurse Managers, charge nurses and preceptors. Sixty RCRMC nurses participated in the first year of this very successful and popular program designed to accelerate the development of emerging nursing leaders. A key objective of the program is to heighten retention and job satisfaction across the nursing department. (Continued on Page 2)

FORM APPROVED
COUNTY COUNSEL

AUG 09 2006

Douglas D. Bagley
Douglas D. Bagley, Hospital Director

BY *[Signature]*

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 93,000	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	\$ -0-	Budget Adjustment:	No
	Annual Net County Cost:	\$ -0-	For Fiscal Year:	06/07

SOURCE OF FUNDS: Enterprise Funds	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION:

APPROVE

Lisa Brandt

County Executive Office Signature

- Dept't Recomm.: Consent
- Per Exec. Ofc.: Consent
- Purchasing: Policy
- Assistant Director: Policy

Prev. Agn. Ref.: _____ District: _____ Agenda Number: _____

**ATTACHMENTS FILED
WITH THE CLERK OF THE BOARD**

3 . 23

Departmental Concurrence

Purchasing: *[Signature]*
Assistant Director

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Page 2

BACKGROUND (Continued):

RCRMC participated in one year of the program in order to evaluate its suitability. Based on the success of the first year, RCRMC would now like to continue with the Leadership Intensive program as well as implement the first year of the Leadership Academy.

The Leadership Academy is a management intensive program for Nurse Managers to strengthen their core skills and competencies as they relate to their unit challenges and problems. The Nurse Managers serve as coaches for the staff attending the above Leadership Intensive for frontline nursing leaders. The Leadership Academy builds on the coaching skills utilized by the Nurse Managers in the Leadership Intensive. The program is designed to develop skills in leading change, instilling cost discipline, establishing closer physician nurse relationships, improving core nursing processes, and reducing the focus on crisis management in favor of strategic thinking. The program will be offered to all Nurse Managers at Riverside County Regional Medical Center. The curriculum is standardized across the country; however, the practicum will be specific to RCRMC.

JUSIFICATION

The Advisory Board is a national membership organization with over 20 years serving the health care community. Membership includes over 2500 hospitals and health systems. The Advisory Board is the only organization that provides this type of training onsite; which is the most cost effective way of reaching large groups of staff in a timely manner.

PRICE REASONABLENESS

The Advisory Board supports its public hospital members through discounted membership and programs. RCRMC received a 30% discount from the Advisory Board. The standard pricing for this program is \$132,500. The cost to RCRMC is \$93,000, a savings of \$39,500.

DB:KE:sg