Ascension

COVID-19 Temporary Reassignment Process

Because of the declared State and National States of Emergency, and the unprecedented response required by our health ministries to combat the COVID 19 virus, Ascension Michigan is implementing a temporary process to reassign associates within and among our Michigan ministries. These mandatory reassignments will begin immediately and continue until the declared States of Emergency are lifted.

- Leaders will provide information to the Staffing Reassignment Team, operating under the direction of the Acute Care Operations and Planning Chiefs per the Incident Command structure. This team will partner with the central staffing office to reassign staff..
    - Information will include:
        - associate name
        - current role
        - department,
        - previous roles/depts
        - competencies
        - any cross training
        - contact information
        - shifts/days available

- The associate will be required to be available to work their normal status hours/shifts.
- If an associate would like to work additional hours, that may be accomodated.
- If an associate needs to work a different shift or day than their normal schedule due to childcare issues, there may be flexibility to work with the associate.
- Internal reassignment will be considered first, and if not placed internally, the associate will be reviewed for external reassignment within the Michigan Market..
- Educators at each site will utilize a competency based assessment tool to evaluate reassigned associates and provide point of care training.
- Depending on competency and patient care assignment, associates may be paired up with another caregiver.

We understand the impact this temporary process has on our associates and greatly appreciate their flexibility, cooperation, and ongoing commitment to our mission during this unprecedented public health crisis.