

6 tips for choosing a locum tenens agency

Building a trusting, transparent relationship with a well-vetted staffing agency gives you a better chance of bringing in quality providers. Here are six tips on how to decide which locum tenens staffing agencies to work with.

1. Reach out for referrals

If you are new to a recruiting position, you may not know which agencies are best able to meet your facility's needs. Asking recruiting peers which agencies they use is a great way to start. Reach out to other members of the Association for Advancing Physician and Provider Recruitment (AAPPR) or another recruiting network you belong to and ask for their recommendations.

2. Don't work with too many agencies

A good locums agency should help streamline your work, not make it worse. That's why most experienced recruiters carefully select only a few trusted agencies to partner with. There's no magic number of how many is best. Rather, figure out how many companies you can reasonably manage. Most experienced recruiters recommend working with five or fewer agencies.

3. Find an agency that vets its candidates

A good locums agency should do their due diligence by vetting candidates before you ever receive a CV. Partner with an organization that has a screening process in place and is open to sharing that process with you. This should help weed out providers who aren't eligible or available for your position, and it will save you time too.

4. Look for a strong support infrastructure

Any locums company you decide to work with should assist its providers with credentialing and licensing. Find out what kind of credentialing and licensing assistance they have. If you leave it up to the physician to do it on their own, it won't get done on a timely basis.

5. Negotiate your contracts

Locum tenens contracts can be negotiated. A good locums agency should be open to making changes so both sides are comfortable with the agreement. Ask any agency you work with for their rate sheet to establish a baseline, and then begin negotiations from there. Don't be afraid to ask for other protections you want in the agreement – such as ensuring locum providers fulfill certain obligations like charting.

6. Aim for partnership

Your end goal should be to find an agency that feels like a true partner. Recruiting is a relationship business. Find the people you trust and can go to for help. You want to work with people who will listen and get the job done.

Finding the right fit

When choosing a locum tenens staffing agency, finding one that understands your organization's values, culture, and needs can be challenging, but it's not impossible. Ask the right questions, connect with your colleagues, and negotiate for what you need, and you'll be able to find a partner that's the best fit for you and your organization.

CHG Healthcare can provide your organization with the physicians and advanced practice providers you need to grow your organization. To learn more, contact us by phone at 866.588.5996 or email ecs.contact@chghealthcare.com.