

UNIVERSITY OF VIRGINIA MEDICAL CENTER

FLEXIBLE STAFFING MODEL

Employees wanting healthcare benefits have two options at the University of Virginia Medical Center. One is full-time employment. The second, the Flexible Staffing Model, provides a way for part-time employees to receive full health care benefits. Hourly wage positions without healthcare benefits also are available.

If you are interested in less than full-time work with healthcare benefits, be certain to list part-time salaried on your employment application.

HOW DOES THE FLEXIBLE STAFFING MODEL OPERATE?

A key component of the model is the employee's ability to flex up or down in hours based on staffing needs. Health care benefits require the employee's commitment to flex up when necessary. Because of the need to vary the number of hours worked, part-time employees must obtain approval for additional employment. Leave and retirement benefits are prorated according to the number of hours worked.

FLEXIBLE STAFFING MODEL OPTIONS

- 90% Option: 72 hours per pay period (flex up to full-time)
- 80% Option: 64 hours per pay period (flex up to full-time)
- 75% Option: 60 hours per pay period (flex up to full-time)
- 60% Option: 48 hours per pay period (flex up to .75 time)
- 50% Option: 40 hours per pay period (flex up to .75 time)

OTHER EMPLOYMENT CATEGORIES

Regular Part-time

- Assigned to a permanent home base
- Regularly scheduled to work less than 80 hours per pay period
- Prorated leave benefits if regularly scheduled between 40 and 79 hours per pay period

- No guaranteed schedule
- No benefits

Unit Based Pool

- Assigned to a permanent home base
- No guaranteed schedule
- No benefits
- Limited to 1,000 hours per calendar year

Medical Center Staffing Service

- Fills moderate to long term staffing needs
- Full-time and part-time options
- Benefits available for permanent staff
- No permanent unit assignment

Medical Center Pool

- Floats to different units in the Medical Center depending on qualifications and unit needs