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# Workforce Application Task Force

## *Suffolk County DSRIP Collaborative*

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## PPS Application – The Workforce

- The DRSIP Workforce Application Task Force met on December 2, 2014 for a half-day work session
- Attendees included PPS organizational leadership and labor representatives:
  - 1199
  - Public Employees Federation (PEF)
  - Civil Service Employee Association (CSEA)
  - United University Professions (UUP)
  - NYS Nurses Association



- Participants discussed and addressed specific issues and questions associated with the preparation of the draft application; and,
- The group worked to develop a set of guiding principles to serve as the framework of our PPS's workforce strategy.



As healthcare organizations respond to the change in service profile within their respective organizations, primarily the shift in services from an inpatient to an outpatient setting, new jobs will be created to serve the outpatient need while inpatient facilities will “right size” their organizations to account for this change.

These Guiding Principles will help serve as the framework for how workforce decisions are made within the Suffolk PPS. They will not serve to override any terms in existing agreements between a healthcare organization and a bargaining unit.

## DRAFT Guiding Principles

- Agreements between organizations and bargaining units must be honored
- Efforts will be made to keep employees whole (same bargaining unit, salary, benefits)
- As new jobs are created, all efforts will be made to first redeploy or retrain existing workforce
- In instances where redeployment is an option, training will be supported through the PPS
- Communication about changes to the workforce must be clear, precise, timely and face-to-face when possible
- Information about workforce opportunities throughout the PPS will be maintained centrally
- Separations will be minimized



- A follow-up conference call will be scheduled for late next week for the task forces members to review the draft application and provide feedback to the drafters.
- The Workforce section will be submitted to the PPS application team on December 16, 2014
- The full PPS application is due to the New York State Department of Health on December 22, 2014
- For workforce application questions, please contact:

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