MEMORANDUM OF UNDERSTANDING
New Care Management Model
March 2013

RN Case Manager positions are a part of the unit team integral to the delivery of patient care. The role is positioned at the center of the care of the patient, closely aligned with the medical staff in advocating and coordinating the multiple disciplines in planning daily care and post hospital transitions, assessing readmissions, documenting medically unnecessary days, applying utilization review criteria and communicating with payers.

Therefore, the parties have mutually agreed to the following:

1. Staff may be assigned to work in all areas, emergency departments (ED), Adult Medical Observation Unit (AMOU), or inpatient areas. Night shift RN CMs will be responsible for all EDs and AMOU and will support inpatients unit needs.

2. Start times for positions in specific patient care areas may vary dependent on the nature of the patient activity.

3. All positions will have weekend and holiday requirements, with the exception of contractual obligations.

4. Staffing assignments may expand or contract based on the variable activity of the patient locations, inpatient care areas or emergency departments and AMOU. Scheduled shift length will be maintained regardless of which patient care area assigned.

5. Hours of service will be determined by the Care Management leadership team in collaboration with the MPLAN teams on the inpatient units and with emergency department and AMOU nursing and medical leadership teams.

6. All current Practice Management Discharge Planners (PMDP) will have the opportunity to bid on RN Case Manager positions in the new Department of Care Management prior to all others, beginning on or about March 27, 2013. Practice Management Discharge Planners will assume their new appointment fraction on or about April 28, 2013.

7. Current PMDPs will maintain their current pay rate and RSAM level.

8. Current PMDPs Elizabeth Johnson, Sally Wieder and Elizabeth Stevens will not be required to hold or obtain a BSN in order to bid on and maintain an RN Case Manager position.
For the University:

Carrie Dawson
Administrative Manager

4/13/13
Date

Kathy Jordan-Sedgeman
Director, Human Resources

4/10/13
Date

For the UMPNC:

Katie Oppenhein
UMPNC Chair

4/10/13
Date

For the MNA:

Lisa Harrison
Michigan Nurses Association

4/10/13
Date