

2009 TOP TEN TRAVEL NURSING COMPANIES

By Highway Hypodermics

TOP TEN Travel Nursing Companies



Look for this badge of excellence when you are looking for your next travel nursing company!

How The Top Ten Were Chosen

Once again the companies in the top ten have changed. New to the list this year is Guardian Healthcare and Not Just Nurses, while Cirrus Medical Staffing and Premier Healthcare hung on there for a sixth year in a row! TaleMed ties Premier Healthcare's record of topping the list for the third year in a row.

Just how where these companies graded? The companies were ranked first by the benefits they provided. After that, the Highway Hypodermics eZine subscribers voted at

Highway Hypodermics for their favorite based on the profile that the company had submitted.

Benefits that these companies provide include health insurance that is free for the nurse with a minimal fee for the family, first day medical coverage, professional insurance, reimbursement for nurse licensing, private housing, corporate housing option, basic utilities, salaries over \$30, full CEU reimbursement for required continuing education, 401K with 50% vested, completion bonus' on some assignments,

JCAHO certification, weekly direct deposit, sick days without penalty, one month off between assignments without penalty, pre-employment screening, standard mileage reimbursement and rental car or stipend.

These companies have also shown great professionalism through integrity, honesty, and commitment by providing the best of service to traveling nurses.

Once all the interviews for the year are scheduled for the year, the top ten company list is compiled.

This last year, High-

way Hypodermics started a form allowing travel nurses to evaluate their company all year long; therefore, next year the companies will be chosen not only by the benefits that they provide, but the evaluations posted by travel nurses.

In no way does advertising or any other monetary gain received from any company promote their ranking. The rankings are strictly by the benefits and the Top Ten Poll. All companies reported that they provide at least 20 of the 21 benefits listed in the ultimate list of travel companies.

Number 10 (tie) - Guardian Healthcare & RN Temps

GUARDIAN HEALTHCARE Staffing Solutions is a small company that prides itself on always trying to make it better for the nurse. Their nurses deserve the best and they are here to serve their nurses. From the time of application, they can have you ready to go in one to three weeks on average. They offer professional travel assignments and permanent placement opportunities for both RN's and LPN's that are well matched for the nurse and the facility across the United States. They offer full benefits which include: They also offer sick day allowance for each assignment,

\$1,000 plus referral bonuses, \$300 consecutive assignment referral bonuses, completion bonuses, loyalty awards, private housing accommodations, free utilities up to \$100 per month and much more... The owners decided to start their own staffing company for one reason: They can and will always do what is the best for the nurse. Guardian Healthcare would love a chance to gain and keep your business. They are here to serve and provide solutions for you. For more information, check out them at: www.guardianhss.net

RN TEMPS PROVIDES interim staffing and permanent placement for all nursing and allied health professionals. You will always have a live person to speak with and will not be stuck with a voice prompter or messaging system. They cover the entire United States, the U.S. Virgin Islands, and some international government assignment. Assuming that the nurse complies with JCAHO guidelines in terms of supplying them with the proper documentation for the employee file, they would be able to place the nurse in 24 hours. They are a medium-sized company where their recruit-

ers will always remember you by name, and they have a recruiter on call 24 hours per day. RN Temps also offer medical, dental, vision, prescription, long-term and short-term disability, paid housing and travel, 401k, and much more. The company was founded by a healthcare professional in 1987 who happens to be very involved with the day-to-day operations and has a wealth of industry knowledge. "Staffing with you in mind" is their motto and mission. For more information, check out their website: www.rntemps.com

Number 9 — IPI Travel

IPI Travel has unlimited career opportunities in 48 states, including Hawaii and Alaska, they are JCAHO certified and offer very competitive benefits for both nursing and allied health.

Each travel assignment is customized to fit the traveler's need: single housing, 2 bedrooms, cats, dogs, kids. Personal service, high standards, and above-and-beyond expectations are items they strive for on a daily basis.

IPI Travel is a mid-sized company; you will always talk with your recruiter, and not an assistant. Returning phone calls is a big issue! They never want to hear of a recruiter not returning phone calls.

IPI Travel provides 24-hour emergency coverage, 7 days a week, 365 day a year. With no more than a 30-minute lag time, your phone call will be returned. Their company provides all the standard benefits, day-one insurance to include medical, dental, vision partner plans for medical 401-K, 3% match up to 3% of compensation, free private housing, fam-

ily and pets, AAA memberships, gifts during assignments, and furniture packages with flexible options Per diem options with permanent address (per government guidelines), car rentals, airfare, liability of 2 mil/4 mil (additional liability offered), free CEs license reimbursement, \$1000.00 referral bonuses.

Nurses can be on the road in two to five days, depending on the unit manager and type of nurse. If all paperwork is complete, reference checks and qualifications are in order, turn-around time could be 2 hours. This is totally situation-dependent. They could have a job for a traveler in literally hours; however, keep in mind that they will verify and check all information provided with a fine tooth comb. The heart and soul their staff puts into the company on a daily basis makes IPI Travel not just another "travel nurse" company.

IPI Travel offers all the standard benefits, and more. The difference is that their recruiters are passionate, they live travel nursing on a daily basis, with its highs and lows. Customization—

IPI Travel believes your assignment should be not just good, but great! They hope you will have a "Wow!" factor with every aspect of your assignment. IPI Travel achieves the "Wow!" factor with each placement by on-time delivery of completely detailed contracts, special thanks before and during the assignment, detailed housing packages, free CEs and a knowledgeable staff to help with all traveling details.

In addition to all the services IPI Travel offers, they also continue to develop client relationships throughout the United States, giving their travelers a huge network of resources and the flexibility for unlimited travel assignment choices. Each assignment is custom-designed around the traveler. IPI Travel understands healthcare professionals are in great demand; that is why they are committed to making your travel assignment rewarding and hassle-free. Happy Traveling!

For more information, check their website out at: www.ipitravel.com



"We are all travelers in the wilderness of this world, and the best we can find in our travels is an honest friend."

Robert Louis Stephenson

Number 8— Valley Healthcare Systems

Valley Healthcare Systems specializes in travel nurse assignments nationwide, as well as local per diem/registry. They can have you placed within four days for a travel assignment and two days for per diem/ registry.

They have over 325 nurses, and each of their nurses are treated as though they were their only nurse, and

they have a night nurse on call 24 hours per day and reachable via phone... You will never get an answering service.

Benefits include: paid medical benefits, 401K, direct deposit, weekly paychecks, fully furnished private housing/ housing allowance, airfare to and from your assignment/ travel allowance, and a rental car. They provide top-notch

professional and general liability insurance that is A+ Rated.

They pay higher than their competitors and still offer the personal touch from start to finish.

Their nurses stay with them, and I do mean stay with them! Their average length of tenure is close to four continuous contracts!! Check them out at: www2.vhcsystems.com



Number 7 — Trinity Healthcare

Trinity Healthcare Staffing Group offers travel, per diem, and temp to perm placement for nurses, therapists, techs, practitioners, and physicians across the country. Additionally, at their current rate of growth, they are always looking for quality recruiters and branch managers. Several of the office staff members are healthcare providers themselves!

Trinity is a national company offering travel assignments all across the country while per diem staffing is available where ever they have set up a branch office. Assuming the nurse is already licensed in that state and they have a completed profile on that individual, Trinity can have them placed within one week.

Trinity was started by a RN

who had a negative experience as a travel nurse. Needless to say, Trinity was built to be a company that stands out from the rest in regards to personal service. With one of the lowest recruiter to nurse ratios in the industry and the recruiters who are available 24/7; Trinity far exceeds any expectations where this is concerned. Not only is your personal recruiter available to you 24 / 7, but they also have a back up person on call after hours.

Trinity offers the following benefits to their travel nurses: Major medical, dental, vision, prescription drug coverage along with life insurance of \$25,000, workman's compensation, general liability insurance, professional liability insurance, 401K, completion bonuses for quite a few assign-

ments, and an unlimited general referral bonus. You receive all of this in addition to one of the highest pay packages in the industry. While their employees are covered by Trinity, they are rather conservative and of the belief that one can never have too much professional liability insurance.

The relationship that Trinity has with its travelers, but its clients as well makes a big difference. They have one of the best reputations in the industry because of one phrase that they operate by... "Do what you say you are going to do." Operating this way has earned the trust of several healthcare professionals and has allowed us to be the fastest growing privately owned healthcare staffing agency in the country.



ADJUST YOUR EXPECTATIONS

In 2004 Trinity was named on the Inc. 500 list for being one of the fastest growing privately owned companies in the country. They were also recognized by the Elliot Davis awards in 2003 and 2004 for being one of the fastest growing companies overall in the state of South Carolina. Trinity accomplished all of this with out advertising in any magazine or publication. Although they have started an advertising campaign through a few select sources, their roots were grown and continues to grow at an extraordinary rate by referrals or by word of mouth. Recently they have received the golden seal of approval from JCAHO. Check out their website: www.trinityhsg.com

Number 6 — Not Just Nurses

Not Just Nurses offers travel, per diem, and permanent placement throughout the United States.

Although some of their hospitals act rapidly, there are others that are as slow as turtles. They cannot control how fast a facility responds, but they do everything possible to spend up the process.

They are a small company that takes their time to get to know their nurses. The most definitely have an open door policy! The owner has been a nurse for about twenty-five years, so she

knows what nurses like, want, and deserve. Personal service is the only thing they do there. They hate when they are treated like a number, so they don't treat people who work with them any other way than the way they would want to be treated. Their policy is that, "You get what you give in life." The owner has the office phone by her bed so, if you are desperate at 0300 and need my help- then call.

They have a laundry list of things they give our staff: health insurance, bonuses,

loyalty pay, referral pay, continuing education & license reimbursement etc. The biggest asset with Not Just Nurses is that they are nurse owned and operated, so they really do KNOW nursing. They believe that nurses aren't "just nurses"... they are so much more! But, unfortunately, they are often times highly underestimated, totally overworked and not valued as they should be by the hospitals they work for. I think they should try us on for size. Not Just Nurses knows "nurse talk" so speak! They truly



have been there and done that, so they know what it's like to be in the "trenches". There aren't any "used car salesman" hanging around here trying to hustle the nurse. The only thing they know about the hustle is- it was a disco dance!

For more information, check them out at: www.notjustnurses.com

Number 5 — Freedom Healthcare

Freedom Healthcare Staffing offers temporary travel assignments, 4 to 13 weeks in duration all over the United States.

Typically, they get a response within two to three business days from hospitals. The important thing, for us, is to advise the Healthcare Traveler on their experience on working with a particular Hospital and to set realistic expectations for the turnaround time on an interview and ultimately an offer of a position.

One of their core values is to treat their Healthcare Travelers with Respect. Although they are a small company, Free-

dom Healthcare Staffing was established by executives from the hospital and staffing industry. Many of their nurses know them from the larger companies that they were formally with. It is very important to their President, as well as every member of Freedom Healthcare Staffing, that their Healthcare Travelers have a rewarding experience, both intrinsically and monetarily, while working with their Company.

All of their staff is on call, 24 hours a day, including their President! You can be assured that if you do have a problem, you will not be routed to a call center; but to an individual

within FreedomHCS that is empowered to handle your particular situation.

They offer comprehensive benefit insurance thru United Healthcare, life insurance, Simple IRA with Company match, CEU reimbursement, licensing assistance, professional liability insurance, direct deposit, weekly pay, online portal, company-provided housing and travel, along with a lucrative referral rewards program.

Freedom Healthcare Staffing stands behind their Healthcare Travelers! Many companies pay "lip service" to this value, but this is also at the heart of their interaction with



their nurses. In fact, there are hospital clients they will no longer do business with due to their perceived treatment of their Healthcare Travelers.

It is their goal to make every experience with Freedom Healthcare Staffing rewarding. They also specialize in the "hand holding" sometimes needed for first-time travelers, and for that matter, any one else that needs some extra emotional support while on the road. Thank you for reading their interview and please visit them at www.freedomhcs.com.

Number 4 — Premier Healthcare Professionals

Premier Healthcare Professionals Inc (PHP) is part of a large group of companies specializing in the placement of nurses and other healthcare professionals around the world. The group has company owned offices in London, Sydney and Johannesburg and it is from these offices that it places nurses throughout the UK, Australia and South Africa.

They arrange professional liability insurance for each of their nurses at no cost to the individual. The insurance is for the sole benefit of their nurses and they have coverage for each nurse at any of their client facilities. The coverage is automatically included within the comprehensive benefits package that they provide to

their nurses.

All of their nurses are provided with a toll free number that can be used to contact a PHP representative 24 hours of the day. PHP prides itself on the level of service that it provides its nurses and is more than happy to deal with any issues that may arise, day or night.

The PHP group has been placing nurses in the US for nearly two decades. They understand the professional and personal requirements of each of their nurses and, furthermore, they fully respect each and every one of those requirements. Most members of their recruitment and placement staff have worked with the PHP Group for more than 8



Premier Healthcare
Professionals

years and are fully aware of the importance of their nurses' personal satisfaction. They are very proud of the fact that over 85% of their new enquiries originate from referrals from past or present working nurses. The business simply would not have grown to the force it is today, through the many market changes, without its dedicated and experienced team of staff.

In addition to providing

unparalleled service standards to their nurses, they also boast the most flexible benefits package available in the market today. They will allow all of their nurses to choose from a menu of benefits and pay rates to match their own personal requirements. They guarantee to at least match any legitimate pay and benefits package available in the marketplace today. Their nurses appreciate the personal service and pay and benefits that they offer to them and this is evidenced by the fact that some of their nurses have been contracted with their group companies for almost a decade.

For more information visit their website at: www.travelphp.com

Number 3 — Cirrus Medical Staffing



You can expect a professionally fulfilling adventure chocked with lifetime experiences! They have contracts throughout all 50 states and work with hospitals of all sizes and flavors. They won't stand for their travelers being limited, so they encourage their try them all. The adventure of exerting flexibility in a small hospital to crises driven adventures of Level I trauma centers allow our travelers to become a more seasoned professional.

Cirrus Medical Staffing travelers develop into the type of professional who has worked with various management styles and has the acquired talent to share with other facilities. The Cirrus Medical Staffing adventure allows their travelers to remain true to their "calling" without

losing touch with himself/herself or sacrificing career fulfillment.

Cirrus contractually ensures that your hours are guaranteed through the facility which you are assigned. Furthermore, if you're sick or have an emergency, not only will you be supported by your Cirrus recruiter, you will be allowed to make up your lost time. They also offer a Paid Time Off Program where you can earn days to receive pay if you're absent from work. In the unlikely even you're sent home for low census, you're still paid; however, if this situation occurs most client facilities arrange for floating responsibilities to similar units so not to cause undue financial hardship for our travelers.

Cirrus makes is different in the fact that they give their travelers the individual attention and flexibility that they need to perform their job successfully. With a single phone call, you will speak with a Cirrus employee 24 hours daily, 365 days yearly and will not have to contend with an answering service.

They go the extra mile to ensure their travelers are safely housed, supported with their issues, and treated with the respect that is deserved. Our travelers are treated as the professionals that they are and served as their most important asset (because they are). They constantly perform and carry through with their commitments to their travelers.

They are known in the travel community for their fairness, for doing what they say they will do and for doing what is right. That's why their traveler retention rate has exceeded 80% consistently in the last few years. Some of their most experienced travelers can attest to how well they treat them and how quickly they respond to their issues/concerns. Their response and resolution time is commended by their travelers and their yearly traveler satisfaction survey has been sterling since their inception.

Check them out at: www.cirrusmedicalstaffing.com

Number 2 — Nurses In Partnership



Nurses in Partnership not only covers 43 states, but they also have international offices in London England, Dublin Ireland and Sydney, Australia.

They are a medium sized company for the travel nursing Industry. They currently employ many Nurse Rn's who have worked with them for over 2 years. They receive many recommendations, especially for their understanding of clinical competencies and how they relate to the travel nurse industry.

Some of their benefits in-

clude: Travel Allowance, Medical and Dental coverage from Day 1, 401K, License reimbursement, Education Reimbursement. Bonus Structure, increasing per assignment. Free Private Accommodation with Furniture, and pet friendly apartments.

Their knowledge of the industry makes them more than just another company. The top executives have been in the Industry for twenty plus years. Retention is therefore the key and in order to retain and therefore grow you have to offer a "Service" and you have to be

accountable for that Service. The Nurse needs to feel that you have their best interests at heart, that only happens if they are treated as a valued member of Staff, not just another Number. They care about their nurses!

For more information contact: Nurses In Partnership 28118 Agoura Road Agoura Hills, CA 91301, 800-978-8555, or visit their website at: www.nipinc.com

Number 1 — Talemed

At TaleMed, they offer a wealth of traveling nurse employment opportunities all across the country. From friendly towns to exciting facilities in bustling metropolitan centers, they can place you in the locations, and nursing jobs that you have always dreamed of. And from the community facility to the prestigious teaching hospital, they can find the professional environment that's just right for you. TaleMed reaches to all fifty states, offering a wealth of traveling nurse job opportunities, and can have you ready to go in between 24 hours and 4 days for a nurses that is ready to work, and has completed all the necessary details prior to submitting to a hospital.

They are a small company. You are absolutely 100% treated as a name... and they will be

on a first name basis!

Personal and exceptional Service is what they strive for. As a nurse, and as their employee, you are their number one Priority. You have access to their personal cell phone numbers. They also have a "hotline" of somebody on call each night as well. It is critical to them that you know that they are available at all times for you.

They offer paid benefits that start day one. This includes medical, dental, AD&D, life and prescription coverage. We also have made available short & long term disability. 401K is also available. 100% of your malpractice is covered by TaleMed.

At TaleMed, they understand that traveling to the leading hospitals and exciting locations is a big attraction to the job. The new

challenges and new opportunities to grow in your profession is just as important. Or perhaps you want to focus on your work and your life, leaving the hassles and headaches behind. They have listened, and they've built a company that works hard for you and your dreams.

At TaleMed, you don't work for them. They work for you. TaleMed is built on experience and knowledge in the medical field. With over 75 years of experience supporting their goal and service they make you their number one priority.

For more information, you can contact them at 403 Loveland Madeira Road, Loveland, Oh 45140, or talk to them at: 800-494-0087. They can be found online at: www.talemed.com.



"Along the fairways of life, you must stop and smell the roses, because you only get to play one round."

Ben Hogan

BY HIGHWAY
HYPODERMICS

*Travel Nurses Make A Difference,
One Hospital At A Time*



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WE'RE ON THE WEB!

WWW.HIGHWAYHYPODERMICS.COM

HIGHWAY HAPPENINGS



Everyone is invited to sign up for the Highway Hypodermics yahoo group found here: <http://health.groups.yahoo.com/group/highwayhypodermics/>. The purpose of this group is to notify travel nurses and those who are interested in travel nursing with quality information about the field of travel nursing in form of a bi-monthly eZine. This eZine is published every month. By subscribing to this yahoo group, you will receive a notice when the newsletter is published.

Travel Nursing Highway Blog

If you are looking for a discussion area about travel nursing, try the Highway Hypodermics blog at: <http://travelnursinghighway.blogspot.com/> More valuable information can be found there along with more updated travel nursing information.

Highway Hypodermics: On The Road Again

Star Publish, LLC, and Epstein LaRue, are happy to announce to the arrival of the 3rd Highway Hypodermics edition, On The Road Again in January 2009. This book not only includes the great basic information, but also includes such subjects as traveling with a family and homeschooling, traveling in an RV, PBDS testing, JCAHO certification, keeping track of important TAX information, assistance for foreign nurses, the changing economics, Allied Health traveling, and traveling as a Licensed Practical/Vocational Nurse (LPN/LVN).

This series has undoubtedly proved itself as the most valuable asset to your travel nursing career by not only making the list of the top books for 2005 and 2007, but reaching number one on amazon.com in the Nursing Trends, Issues, and Roles category three times this last year.... The sky is the only limit this year!!! For more information check out www.epsteinlarue.com or www.starpublishllc.com.

