



HIGHWAY HYPODERMICS

THE E-ZINE NEWSLETTER

DECEMBER 2004

VOLUME 1, ISSUE 10

[HTTP://WWW.HIGHWAYHYPODERMICS.COM/](http://www.highwayhypodermics.com/)

From The Editors

UNEXPECTED CONTRACT TERMINATION

BY EPSTEIN LARUE, RN, BS

What is a nurse to do? What constitutes valid grounds for the nurse to break a contract? What constitutes valid grounds for the travel company to break a contract?

A travel nursing is a legally binding contract, and cannot be broken for just any ole petty reason. Part of the nursing shortage problem can be working conditions. Again, document this on your interview information sheet. Unsafe living conditions can include housing that is inhumane or insecure. As a travel nurse, you need to do your homework on your accommodations before signing the contract. By using <http://www.apartments.com/> or <http://www.homefair.com/>, apartments and general housing location crime rate can be checked out. What crime rate is an acceptable crime rate for you? Do NOT hesitate to call security to escort you to your vehicle, if you decide to take a job in a higher crime area.

The trend for big problems usually arise with the larger companies who place corporate politics over taking care of their nursing staff. Recruiters can only do so much for their nurses in a larger cooperation. If the problem does not get solved, then give them written notice of why you

believe that the contract has been breached, and that you are terminating your contract due to their breach of contract and their inability to resolve the problem. Health reasons can also be considered as a legitimate reason not to complete a contract.

Serious health problems as orthopedic and or medical problems, which require surgical interventions, motor vehicle accidents, or medical problems that will take an extended period of time to recover (hepatitis) are legitimate reasons to end a contract. If you are not able to complete your contract because of health reasons, the request to terminate the contract early, must be in written form, which also need to be accompanied by a physicians statement.

Health reasons for immediate family are also considered a legitimate reason to ask for early termination of a contract.

I don't know of any travel nurse who can say that they have never been homesick at some time in their travel-nursing career. Keep your ears and eyes open for other travel nurses at work.

There are also plenty of online gaming sites, if you enjoy that. Other things that I have found travel nurses love to do is sewing and scrapbooking. If you want to go home for the holidays, then attempt

to arrange your contract lengths to give you that time off. Stick to your grounds in following the nursing practice act. Tell the charge nurse what is going on, and tell your recruiter what is going on when problems occur so that you have "backup" if the problems get bigger. Check out my previous article on "Surviving Your Travel Nursing Assignment" for further hints.

Some travel nurses ask for the second floor related to the noise of the neighbors walking around if they were on the first floor. This worked fine until one travel nurse noticed that there was a third floor also! Be careful that if this matters to you to ask for the top floor.

Ask your recruiter for a different apartment assignment, and if you absolutely cannot stand it then you might consider breaking contract, but this will probably result in major monetary penalties. You have a agreement with the travel company that is legal and a binding contract. Problems can usually be ironed out along the way by talking to the nurse manager or your recruiter.

Company Spotlight

HOSPITAL SUPPORT
WWW.HOSPITALSUPPORT.COM



What kind of career opportunities does your company offer?

Travel RNs and Local Perdiem

Can I expect personal service with your company?

Absolutely. Unlike most companies, RNs deal specifically with the owners.

Do you cover all the United States, parts of the U.S. or do you also offer international assignments?

All US except Hawaii

About professional insurance, do you believe that the insurance that a company provides is good enough, or does the nurse also need to obtain her own professional insurance?

Good enough except if you are independent

What size is your company (small, medium, large), and can I expect to be treated as a number or a name?

We are small and you can expect to be treated as a partner.

I work night shift, what if I have problems at night? Do you have someone I can talk to even in the middle of the night?

Available 24 hours a day seven days per week!

What other type of benefits does your company provide?

As a Hospital Support employee (non IC), we'll pay you the maximum hourly affordable rate with double-time for over-time (with most contracts), absolutely free private housing or a non taxed weekly or monthly housing subsidy paid directly to you. We'll pay you \$500-\$1000 completion bonus based on the contract. If the facility pays a completion bonus, you would receive all of it. You'll get free health insurance up to \$150/month or we would give you \$150/month towards your own. Travel reimbursement based on what you would need to get there, tax advantage where you would not pay taxes on \$14.65 of your hourly rate also called per diem. We have 401K participation with matching, licensure reimbursement, weekly pay, direct deposit and more.

What is your average time from acceptance of application to first day on the job for those nurses ready-to-go?

Depends on the facility!

What makes your company more than "just another" travel company?

Hospital Support is temporary healthcare staffing company based in Austin, Texas. Hospital Support is small company with a low overhead. We do not do much advertising because it's expensive and we would rather put more money in our nurse's pockets. We do not spend much money on flashy prints because again, it's expensive and we rather pay our nurses more. We get most of our candidates by referral. Therefore if you know any RNs, please tell them about Hospital Support. We pay the best because we give RNs more options to put more money in their pockets.

For more information contact:

Mike Caton, CEO
Hospital Support
7801 North Lamar Blvd. Suite B-161
Austin, TX 78752
Phone: 1-888-451-9996
Email: mike@hospitalsupport.com
www.HospitalSupport.com

Hospital Happenings

**VANDERBILT UNIV.
MEDICAL CENTER**
BY EPSTEIN LARUE

A twin-towered, 658-bed structure, is located at 1210 22nd Avenue South in Nashville, Tennessee, and is a place that is supported by the most up-to-date systems and technology. Designed to provide each patient with an outside view, each floor of the towers holds a nursing core so that no room is far from the nursing station. A philosophy of patient-centered care insures continuity in the patient-nurse relationship.

Vanderbilt University Hospital is supported by respected, research-based medical and nursing schools, delivers both routine inpatient care and highly specialized medical treatment and surgical procedures.

Special programs at Vanderbilt include a comprehensive brain tumor center, EMS transport services, Henry-Joyce Cancer Research Center & Clinic, an epilepsy specialty program, a phototherapy center, a multiple sclerosis research center & clinic, a photon knife, and a regional burn center.

Vanderbilt is also the home to the only Level One Trauma Center. Serving an area of over 65,000 miles, the trauma center handles close to 3,000 acute trauma admissions. Complimentary to this system is a 20-bed burn unit, 31-bed acute and sub-acute unit, life flight and a very active medical transportation system.

In 1993 the Vanderbilt Stallworth Rehabilitation Hospital was created as an 80-bed hospital that provides both inpatient and outpatient rehabilitation to both adults and children. They specialize in treatment to those

who have suffered from a stroke, head injury, spinal cord injury, other neurological diseases, and degenerative chronic conditions of children. It also houses the Vanderbilt Center for Multiple Sclerosis.

The Comprehensive Brain Tumor Center treats patients with benign and malignant brain tumors at all stages of their disease. A team approach assures that each patient is in the care of neurosurgeons, medical neuro-oncologist, radiation oncologists and other associated specialists.

The Psychiatric Hospital at Vanderbilt provides inpatient, partial hospitalization and intensive outpatient services to children, adolescents and adults with psychiatric and substance abuse problems.

Vanderbilt's Children's Hospital was created to give children a place to hope and a place to heal. Their focus on research, education and advocacy allows them to provide comprehensive, state-of-the-art care delivered in a nurturing, family-centered environment. It's the only way they know how to treat children and the families.

Vanderbilt's Children's services include not only acute pediatric care, but pediatric hematology, oncology, and intensive care unit, a newborn nursery, and pediatric emergency services. Vanderbilt Children's Hospital nurses are dedicated to family centered care, where families are active decision makers in the development of the plan of care. Their nurses support both the children entrusted into their care as well as the families through education, collaboration,

dignity, and respect for the values and beliefs of our diverse patient population.

Vanderbilt Children's Hospital nurses work collaboratively with other health care team members and provide families with the information they need in order to assist them in making treatment decisions for their child, as well as meeting the developmental and emotional specific needs of their children. The core of family centered care lies in our dedication to meeting the special needs of children and their families by empowering families to make educated decisions in collaboration with the health care team. They continually respect the dignity and confidentiality of their patients and achieve excellence in caring by upholding the ethical standards of nursing practice.

Travel nurses are welcomed to Vanderbilt's Children's Hospital with open arms. The nurses whom I have personal knowledge of state that they love working there, and readily invite other travel nurses to share their experiences.

A big thanks to Terry Smith and his web communications team for information provided via the Vanderbilt University Medical Center website:
<http://www.mc.vanderbilt.edu/>

Top Ten Travel Companies

As the year of 2004 comes to a close it is Epstein's pleasure to bring you the Top Ten Travel Companies for 2004.

These Ten Companies were ranked according to benefits that they provide travel nurses and their willingness to provide that information to travel nurses through the Highway Hypodermics website.

These companies will be awarded a special banner for their website. To receive the publication, "Top Ten Travel Companies For 2004" all you have to do is send Epstein an email to highwayhypo@yahoo.com and your copy will be sent to you via email in PDF form.

THANKS once again for such a successful year!

**TOP TEN
Travel Nursing
Company**



Changes For 2005

Starting with the January 2004 issue, the Highway Hypodermics newsletter will officially go into "eZine" mode. What does this mean for travel nurses? More information and articles on the things that are affecting travel nurses NOW. The eZine will continue to be published in PDF format and posted on the website, but in a different, more professional style. GREAT things will happen in 2005!

Thank you for subscribing to the Highway Hypodermic newsletter!

Epstein LaRue, Owner and Chief Executive of Highway Hypodermics

H.H. does not buy or sell email addresses! You are receiving this email because you have signed up for this newsletter. If you feel as if your email address was harvested in error, PLEASE send us an email with the subject, "unsubscribe to Highway Hypodermics newsletter" to highwayhypo@yahoo.com. Your name will immediately be removed, and please accept our heartfelt apologies for this error. Copyright © 2004 by [Epstein LaRue dba Highway Hypodermics]. All rights reserved. Republication or redistribution of Highway Hypodermics is expressly prohibited without the prior written consent of Epstein LaRue.

