



Capabilities Statement

Company Overview:

Medical Temporaries has specialized in medical staffing for over 30 years providing both clinical and clerical staff to all types of healthcare facilities. From entry level to managerial and executive, we can find the experience and qualifications needed for the job. We have access to talent with specialized skills and experience while providing employers the opportunity to gauge the fit before hiring directly. Our team of recruiters work with organizations for temporary needs, temp to hire openings, payrolling, and direct hire.

We are woman owned and a certified “SWAM” vendor by the Commonwealth of Virginia Department of Small Business and Supplier Diversity

Customized Staffing Capabilities:

Temporary – Medical Temporaries is prepared to respond immediately to your needs for staff augmentation. Whether you are short staffed or have a special project needing attention, we can find the suitable candidates. Short term, long term, for a week or for a year, all needs receive the same level of excellent service and attention, filling positions quickly. Temporary employees can be considered for direct hire upon completing 520 hours with no conversion fees.

Temp to Hire – Our success in finding candidates for Temp to Hire jobs has been our pride and joy. Many of those placed candidates remain on the job for many years and are promoted within and continue to recommend us. Their success is our success. Temp to Hire provides the opportunity for the organization to evaluate the candidate during 520 work hours or longer if needed before committing to a hiring decision.

Direct Hire – It has been our experience that managerial and executive searches usually are direct hire offers in order to attract the best talent and experience levels. Our experience with Direct Hire includes positions in large hospitals, community-based healthcare organizations and medical educational facilities.

The Medical Temporaries Difference:

- Our Code of Business Ethic is based on simple principle to always “Do the Right Thing”. Our contribution to quality healthcare is our approach in all that we do.
- Higher level of professionalism than our competitors with Recruiters certified by the American Staffing Association as a Certified Healthcare Staffing Professional
- We are an equal opportunity employer and prohibit discrimination in the workplace.
- We only hire experienced workers.
- We thoroughly screen each applicant before placement.

- We ensure that all licenses and occupational requirements are up to date and valid with continued monitoring.
- We provide quality healthcare delivered by our healthcare workers.
- We provide quality performance on all jobs.
- We ensure a safe and drug free workplace.
- We train and test all staff on HIPAA laws and regulations as it relates to healthcare.
- We train and test all clinical staff on Bloodborne Pathogen Safety.
- We track workers performance and formulate solutions to correct deficiencies.
- We take corrective action immediately when appropriate.
- We document reported events in detail and follow-up to ensure steps are taken to lessen the events of occurrence in the future.
- We address complaints from employees regarding client's practices in writing and verbally to ensure the client is following state and federal guidelines and medical workplace protocol.
- We continually educate internal staff on employment law, safety rules and OSHA/HIPAA.
- We attend training and meetings as requested by our clients on site.

Past Performance:

Medical Temporaries has provided medical personnel to:

- State Department of Behavioral Health and Development Services
- State Public Health Department
- City Department of Human Services Mental Health Substance Abuse and Mental Retardation Divisions, Intellectual Disabilities, and other mental health services.
- City Community Services Board Integrated Care Clinic, Mental Health and Substance Abuse, Crisis Stabilization, Emergency Services, Intellectual Disabilities, and other mental health services.
- City Substance Methadone Clinic
- Medical School multiple outpatient clinics
- Pediatric hospital various departments and medical group outpatient clinics
- Hospital various departments and medical group outpatient clinics
- Long term care, rehabilitation, and assisted living facilities
- Health Insurance company providers and claims departments
- Privately owned medical practices
- Surgery centers
- Home health agencies
- Diagnostic Labs
- Occupational health departments
- School Nursing
- University Nursing Adjunct Faculty
- Infectious disease screening to include Covid-19 status and antibody screening

Attention to Detail:

With the ability to advertise and recruit for any type of job anywhere, our technology enables us to find experienced candidates quickly. After conducting a thorough interview, we have a detailed process which includes:

- Skills testing
- Training on relevant HIPAA and OSHA knowledge
- Verifying past employment
- Professional references
- Criminal background checks
- Drug and/or Alcohol Testing
- Healthcare credentialing
- License and Certification verification
- Occupation health testing
- E-Verify completion

Along with these services we provide EMPLOYEE MANAGEMENT so all you have to do is direct us regarding the situation and we provide encouragement, counseling, policy training, and HR services so that you can focus on your job.

Mission Statement:

“Our goal is to assist medical facilities in providing quality care to the community by recruiting and staffing qualified, reliable and professional healthcare workers” Our vision is to continually improve the quality of healthcare to the community.

Other Pertinent Information:

Duns Number: 92-991-9652
 Virginia Swam Certification Number: 658637
 Cage Code: 1WCP3
 NAICS Codes: 561311, 561320
 eVA Registered Vendor
 GSA Schedule Awarded 12/15/2020
 Member of the American Staffing Association
 Member of TempNet

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