



HR Insights

Holiday Staffing
Without the Headache

Introduction

Holiday staffing is hard because three things happen concurrently:

- Planned PTO compresses into a short window
- Winter respiratory viruses increase callouts and patient load
- Hiring/clearance steps slow down when clinics and teams have fewer working days.

Where the Breakdown Usually Happens:

- **Coverage planning:** unclear PTO rules, late forecasting, no pre-approved contingencies
- **Clearance visibility:** nobody can quickly answer “is this person cleared yet?”
- **Clinic coordination:** fewer appointment slots and reduced hours create bottlenecks

Fast Takeaway

The easiest way to protect Holiday coverage is to reduce process drag between “offer accepted” and “cleared to work.”



The Holiday Staffing Playbook

Here's a simple timeline you can follow each year:

6-8 Weeks Out: Forecast and Set Guardrails

- Lock PTO request deadlines and approval rules (and publish them)
- Forecast gaps using last year's Christmas week data + current vacancies
- Pre-approve contingency levers (float pool, premium shifts, agency thresholds)

3-6 Weeks Out: Accelerate Hiring and Clearance

- Set internal service-level agreements for scheduling and clearance decisions
- Keep one shared view of status for HR, recruiters, and managers
- Treat exceptions as a workflow with an owner, not a side conversation

Compliance Gates That Commonly Delay Start Dates

- Requirements vary by role and facility - two frequent gating items are baseline TB screening and respirator fit testing (where applicable).
- CDC recommends all US health care personnel be screened for TB before/upon hire (CDC, 2023)
- OSHA's respiratory protection standard includes fit testing procedures, including annual fit testing for tight-fitting respirators (NIOSH, 2016).

Quick Checklist

☐ TB baseline completed (if required)

☐ Results captured centrally

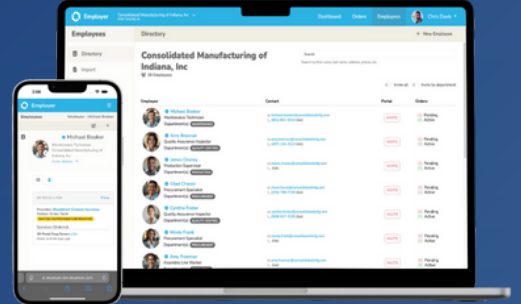
☐ Fit test current (if required)

☐ Clear escalation owner



KPIs to Track in the Holiday Window

- **Time-to-Schedule:** Order → Appointment booked
- **Time-to-Clear:** Results received → Clearance decision
- **Offer accepted → First shift**
- **Overtime hours** as a % of total hours
- **Compliance completion rate** before start date



Holiday weeks move fast, so the teams that stay calm are the ones watching the right signals. Track KPIs like time-to-schedule, time-to-clear, and offer accepted to first shift so you can spot bottlenecks early, reduce last-minute overtime, and keep compliance on pace before day one.

If you want a smoother path from offer to cleared, schedule a demo of BlueHive's innovative platform today and see how one streamlined workflow can help you move faster without cutting corners.



Schedule a Demo



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Sources

- Centers for Disease Control and Prevention. (2023). Clinical testing guidance for tuberculosis: Health care personnel. <https://www.cdc.gov/tb-healthcare-settings/hcp/screening-testing/index.html>
- National Institute for Occupational Safety and Health. (2016). Why are annual fit tests required? https://www.cdc.gov/niosh/media/pdfs/2024/12/NPPTL_INFO_WhyAnnualFitTests_2016.pdf

BlueHive API

A simple way to bring occupational health compliance into your platform

BlueHive's API connects your system directly to our nationwide provider network so drug screens, physicals, immunizations, and results flow automatically. No extra portals, no spreadsheet juggling, no waiting on PDFs.

What It Does

- Syncs results instantly
- Eliminates copy paste work
- Reduces compliance errors
- Speeds up hiring and onboarding
- Works with the systems you already use
- Scales securely with any workforce



webchart



Enterprise
Health

How it Works

You trigger a screening in your system. BlueHive handles scheduling and routing. Results return automatically. That's it.

Who It Helps

HR platforms, compliance tools, staffing and credentialing systems, transportation and logistics apps, and government or defense environments.

Why It Matters

Faster processes, fewer mistakes, happier teams.



BlueHive Integrations



API Documentation



Client Testimonial “It Just Works!”

JACOB POLLAR

HR Manager, Blue Jacket, Inc.



 bluehive



Built for More than Big Business

BlueHive wasn't built just for billion-dollar enterprises in oil & gas or government. It's for every HR leader trying to give people a better shot at a safer, healthier future - from the nonprofit hiring re-entry candidates fighting for a second chance to the staffing firm placing apprentices on job sites they never dreamed they'd step foot on. Our promise is simple: health compliance shouldn't be a paperwork nightmare or a privilege. It should be a bridge - one that leads to opportunity, dignity, and progress... one screening, one employee, one community at a time.

Let's bring better health compliance to more people!

[See How BlueHive Works](#)



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Stay Ahead of Compliance

Blueprints for Better Workplaces

industry insights

Compliance Checklist:
What HR Leaders
Need to Know About
OSHA in 2025



2025 OSHA Compliance Checklist

Make sure that you're prepared for 2025 OSHA compliance changes and reporting requirements! This whitepaper includes a printable checklist that you can use to ensure that you're ready for whatever the new year may bring!

[Read more →](#)

industry insights

Your 2025 Compliance & Workplace Companion
Stay ahead of compliance, boost morale, and plan smarter all year!



2025 HR & Compliance Calendar

Check out our 2025 calendar! It's filled with key HR deadlines, compliance dates, and holidays to keep you on track, plus entertaining bee comics every month to add some light-hearted fun to your routine.

[Read more →](#)

industry insights

HR Essentials:
Streamlining Hiring
and Placement for
Staffing Agencies



Best Practices for Staffing Agencies

Do you deal with finding and placing talent? Check out our whitepaper which includes information and best practices to keep your talent compliant and resilient.

[Read more →](#)

industry insights

Medical Clearances for Healthcare Workers:
What HR Professionals in
Critical Access Hospitals
Need to Know



HR Challenges in Critical Access Hospitals

Are you an HR professional in a critical access hospital navigating the challenges of rural, resource-limited settings? This whitepaper will help you discover best practices for maintaining a compliant and prepared workforce.

[Read more →](#)

industry insights

Hospitality Help:
Ensuring Compliance
During Rapid Onboarding
and High Turnover



Compliance in Rapid Onboarding & High Turnover

Dealing with rapid onboarding brought on by rapid turnover in your industry? See how BlueHive can help your team as you strive for compliance excellence, even under challenging circumstances!

[Read more →](#)

industry insights

HR Essentials:
Streamlining Workforce
Compliance in Oil and Gas



Simplifying Compliance in Oil & Gas

The oil and gas industry features a diverse workforce with local and remote workers. This paper discusses how BlueHive can help ensure that your workers remain healthy and compliant, no matter how challenging their location.

[Read more →](#)

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Your All-in-One Platform for Simplified Occupational Health



HRIS Integration

Connect your existing HR platforms to BlueHive, keeping employee rosters up-to-date without extra effort.



Order Creation

Manage various services, set limits, and create recurring orders for physicals, labs, vaccines, and more.



Service Management

Auto-accept referrals, utilize discounted fee schedules, maintain service inventory, and more.



Simplified Invoicing

Easily access your balances and invoices, with the option to make immediate credit card payments.



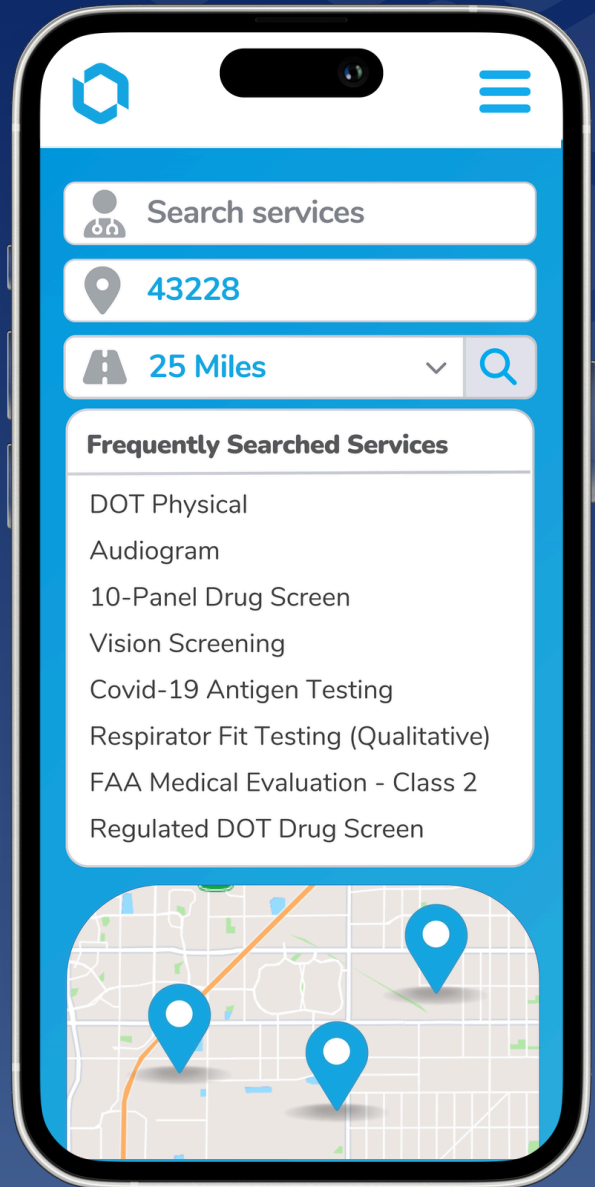
Provider Directory

Access a 20,000+ provider directory, where information, appointments, and pricing are efficiently handled.



Single-Sign On

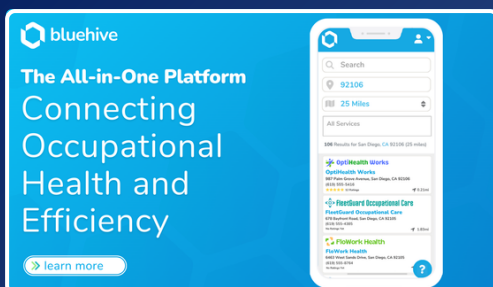
Customizable SSO authentication and secure emails for results, orders, and direct provider chats.



[Schedule a demo](#)



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The BlueHive Story



Service Sourcing in 3 Simple Steps



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