



Choosing Health

**Northeastern Vermont
Regional Hospital**

NVRH Cost-containment Measures - Frequently Asked Questions (FAQs)

1. Why is NVRH making budget cuts?

Healthcare organizations across Vermont and the nation are facing unprecedented financial pressures. NVRH is not immune to rising costs, reductions in reimbursement rates and regulatory requirements. These concerns have significantly impacted our financial position, and unfortunately, we must make some difficult decisions to meet our required budget. To ensure our long-term sustainability and preserve access to care, we must align our resources with current patient volumes and financial realities.

2. What services or roles are being impacted?

The cost-containment plan focuses on savings through a modest reduction in services and staffing, ensuring minimal impact to essential services for our community. It is important to note that no cuts are being made to core services such as emergency care, primary care, or critical inpatient services.

Effective September 30, 2025:

NVRH Occupational Medicine services will close. This service primarily assists in onboarding new employees with physicals and immunizations. It also provides similar services to some area businesses. Our plan is to transfer certain services to Northern Express Care, while implementing an in-house employee-health nursing model which has been successful at peer hospitals.

NVRH will move to end our partnership for Ear, Nose & Throat (ENT) services with Littleton Regional Healthcare, transitioning patients to our existing providers, Dr. Rankin, and Britney Bigelow, APRN.

A total of 5 positions will be impacted by these organizational shifts including:

- Occupational Medicine team - provider, nurse, and medical secretary
- Community Health Resource Center coordinator
- Physical therapy assistant at Northern Physical Therapy

This is in addition to the 3 administrative positions previously eliminated over the last few months.

3. How were these decisions made?

The cost-containment decisions were made through a collaborative, data-informed process involving department leaders and senior leadership. With careful consideration and input from across departments, we developed a series of cost-containment measures to align our operations with current volumes and available resources – while minimally impacting patient services.

4. How are employees being supported?

While these cuts are difficult, they are about ensuring that our organization remains strong and resilient. We are committed to supporting employees affected by offering:

- HR consultation and support
- Compensatory package, including continued healthcare coverage through 2025
- Additional employment opportunities at NVRH where applicable

Decisions like these are not easy and we will continue to work with our impacted team members to support them in every way we can.

5. Is this the first step in larger changes?

This is part of a broader effort to improve efficiency, stabilize our finances, and ensure long-term sustainability. Future decisions will continue to prioritize patient care, staff support, and operational integrity.

It will take a team effort among all NVRH staff during these challenging times, however, if we remain focused on delivering excellent care and supporting one another, we are confident in our ability to move forward—together—with strength, compassion, and purpose.

6. Will patient care be impacted?

No. These reductions were designed specifically to avoid compromising care quality. Essential clinical services remain fully operational.

7. What's NVRH's long-term goal?

As we move forward and continue working hard to meet our budgetary goals, it will still require us to focus on additional cost-saving opportunities, including:

- **Workforce optimization**, adjustments in scheduling, reductions in overtime, and realignment of some roles
- **Efficiency improvements** in our use of technology, licensing, and scheduling
- **A review of employee benefits** to identify potential savings with minimal impact, including early retirement options for those who qualify

We value and encourage innovation and ideas from all staff to help ensure NVRH's long-term sustainability, providing our community with local access to high-quality care.

8. Why is NVRH undergoing the West Wing Expansion given current budget challenges?

The West Wing Expansion Project will improve the Emergency Department, Lab and In-house pharmacy and is scheduled to be completed in 2027. Monies earmarked for this project have come from loans, federal grants and community support. These facility updates are necessary to ensure regulatory compliance and to meet current care standards.