CHARISMA SPD CERTIFICATION & STAFFING

Healthcare Staffing Capability Statement

Sterile processing specialists | Nursing and hospital support | New York State

When instrument processing falls behind, the surgical schedule feels it first. Charisma SPD Certification & Staffing supplies credential-verified sterile processing technicians to New York State healthcare facilities, along with nursing and hospital support staff. We cover vacancies, leave, recurring weekend shifts and instrument backlogs.

Why facilities choose Charisma

- **Sterile processing is our specialty.** Salim Tahiru, BSc, CIS, CRCST, CHL, a certified sterile processing professional, founded Charisma in 2022. We screen, match and support every technician with a practical understanding of how an SPD works.
- **Qualifications verified before submission.** We screen SPD technicians against New York's central service technician requirements (Public Health Law §2824). Each one is submitted with a current central service certification, such as CRCST, and BLS. We check nursing licenses and other role-specific credentials before submission and track their expiration dates during each assignment.
- **Clear engagement terms.** Charisma engages personnel as its own W-2 employees or, where the role and New York law allow, as independent contractors. Each assignment confirmation states which. For W-2 personnel, the hourly rate includes wages, employer payroll taxes and workers' compensation cost.
- **Transparent pricing.** Hourly rates are published in advance, with one 1.5× premium for overtime or holidays and no stacked premiums. Consistent with New York law, we charge no fee if you hire our personnel permanently.
- **Rooted in the SPD workforce.** Our sterile processing education and certification-preparation programs keep us connected to New York's technician community. We keep education separate from staffing and submit only qualified personnel.

Staffing services

Service area	Assignment scope
Sterile processing	Decontamination, inspection, assembly, packaging, sterilization, storage and distribution. Flexible endoscope reprocessing where the technician's competency is verified.
Surgical services	Surgical technologists, quoted per assignment and screened against New York's surgical technologist requirements. OR support staff for non-licensed duties that are not surgical technologist duties.
Nursing	Registered nurses, specialty RNs, licensed practical nurses and certified nursing assistants, matched to the unit, duties and required credentials.
Hospital support	Patient transport and environmental services staff, with defined duties under facility supervision.

Coverage options

- **Per diem:** Shift-by-shift coverage for vacancies, call-outs and leave, with agreed roles, schedules and qualifications.
- **Contract assignments:** Fixed-term coverage (for example, 13 weeks), with the term, weekly hours, extension options and notice set out in the assignment confirmation.
- **Recurring weekends:** Shifts arranged in advance, with handoff hours defined so your weekday team gets a clean transition.

- **Weekend backlog crews:** SPD technician teams sized and prioritized with your department leadership. All required processing steps and quality checks remain in place. How quickly a backlog clears depends on workload, equipment and facility readiness.
- **Short-notice SPD coverage:** We consider requests made less than 24 hours before a shift, subject to staff availability and completed facility clearance.
- **Subcontract support for staffing partners:** Staffing agencies, managed service providers and prime vendors can bring Charisma in as a subcontractor, especially for hard-to-fill sterile processing roles, under a written subcontract agreement.

From request to first shift

1. **Share the need.** Tell us the worksite, role, shifts, start date, required credentials and vendor requirements.
2. **Match and verify.** Charisma identifies candidates and verifies role-specific qualifications before submission.
3. **Confirm in writing.** Duties, schedule, rates and approvals are confirmed under an executed service agreement.
4. **Onboard and work.** The facility provides orientation, daily direction and access to its equipment and procedures. Charisma handles scheduling, worker pay and credential tracking throughout.

Company snapshot

Legal entity	Charisma Smart Wear LLC dba Charisma SPD Certification & Staffing
Established	2022
Office	2315 University Avenue, Suite 1H, Bronx, NY 10468
Service area	New York State
Engagement model	W-2 employees and, where permitted, independent contractors, stated per assignment
Ordering channels	Direct facility agreements, vendor management systems, and subcontracts with staffing agencies, MSPs and prime vendors
Contact	info@charismaspd.com | 914-201-3382 | www.charismaspd.com

Start a vendor discussion

Send your worksite, roles, shifts and start date to **info@charismaspd.com**, or call **914-201-3382**. We will confirm availability and send a written quote. We welcome direct supplier arrangements where your procurement policy allows them, and we also accept requests through your designated vendor management system. Staffing agencies and MSPs looking for a subcontract partner are welcome to contact us the same way.

For vendor consideration only. This statement does not reserve personnel or authorize services. Staffing begins only under an executed service agreement and a written assignment confirmation.