

2006 Workforce Staffing Survey Findings

The Florida Hospital Association (FHA) has conducted hospital nurse staffing surveys since 1987 in order to provide the statewide and regional benchmarks for nurse vacancy and turnover rates. Beginning 2007, we have expanded our survey beyond nurses to include all of the licensed healthcare professionals in our hospital workforce. In addition, we have taken this opportunity to revise the survey methodology, as well as the data elements and definitions to align them with the metrics that are routinely generated in our hospitals. Lastly, we are increasing the frequency of the Workforce Staffing Survey to every six months in order to provide the most current data and trends for Florida. Due to these changes, it may not be appropriate to compare these data to previous FHA vacancy and turnover rate data for trend analysis or comparison.

Review of Metrics Definitions

The following listing summarizes the basic metrics surveyed. (See Appendix for detailed definitions.)

Vacancy Rate – reflects the percentage of unfilled or open positions compared to the total budgeted positions.

Turnover Rate – reflects the percentage of staff who left the hospital's employment during the six-month survey period for any reason.

Note: Contract and agency staff are not included in the vacancy and turnover rate data. Utilization of contract and agency nursing staff is evaluated separately.

Regional Breakdown

Hospital data are analyzed statewide and by region of the state. Regions are defined according to the following:

Southeast – includes Broward, Indian River, Martin, Okeechobee, Palm Beach, and St. Lucie counties.

Southwest – includes Charlotte, Collier, DeSoto, Glades, Hernando, Hillsborough, Lee, Manatee, Pasco, Pinellas, Polk, Sarasota, Hardee, Hendry, and Highlands counties.

Northwest – includes Bay, Calhoun, Escambia, Franklin, Gadsden, Gulf, Holmes, Jackson, Leon, Liberty, Okaloosa, Santa Rosa, Wakulla, Walton, and Washington counties.

North – includes Alachua, Baker, Bradford, Clay, Columbia, Dixie, Duval, Gilchrest, Hamilton, Jefferson, Lafayette, Madison, Nassau, Putnam, St. Johns, Suwannee, Taylor, and Union counties.

Central – includes Brevard, Citrus, Flagler, Lake, Levy, Marion, Orange, Osceola, Seminole, Sumter, and Volusia counties.

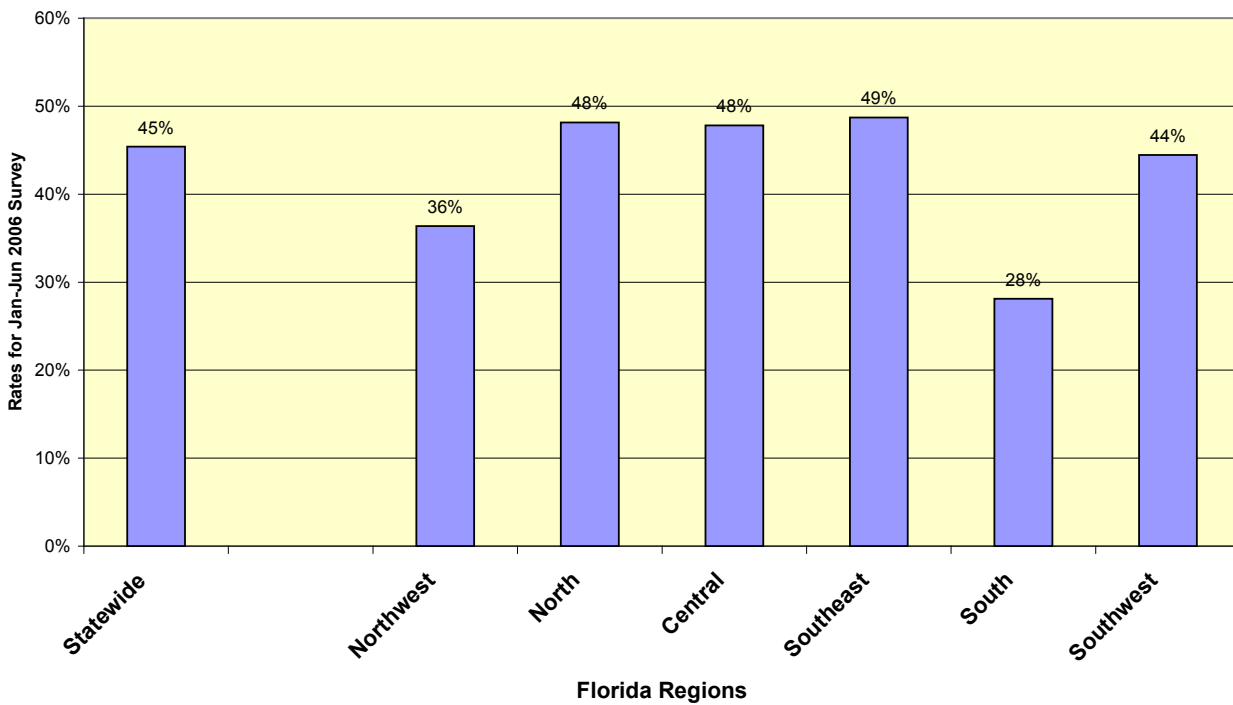
South – includes Dade and Monroe counties.



Methodology: The survey was e-mailed to the chief executive officers, chief nursing officers, and human resource executives in all 229 acute care hospitals in Florida, regardless of their membership in FHA. The six-month survey period was January 1, 2006 through June 30, 2006. A copy of the survey instrument, including data element definitions, is available in the Appendix of this report.

Responses: Responses were received from 72 hospitals/health systems representing 104 hospitals in Florida. This represents an overall response rate of 45% which is considered adequate for valid analysis of these workforce metrics, both statewide and by region. A breakdown of survey responses by region is contained in Table 1.

TABLE 1
Survey Response Rates - Statewide and by Region



Survey Results

TABLE 2

Workforce Data - All Employees - Statewide and by Region

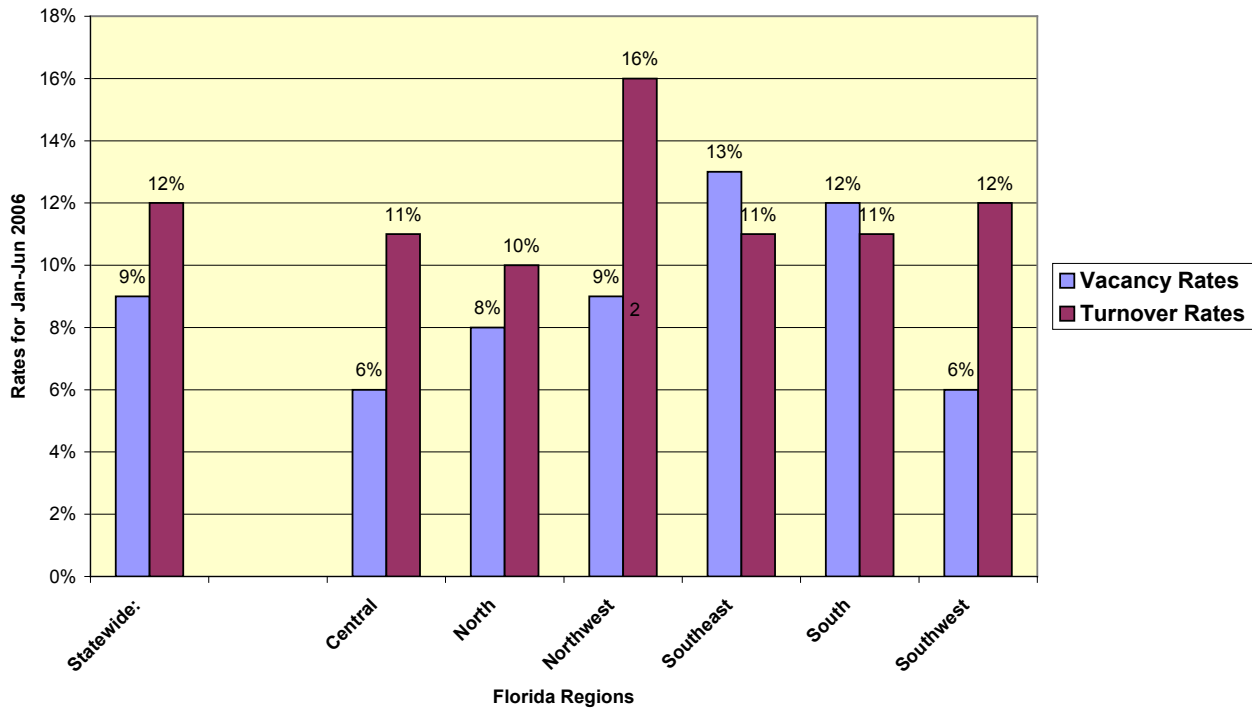


TABLE 3

Total RNs - Statewide and by Region

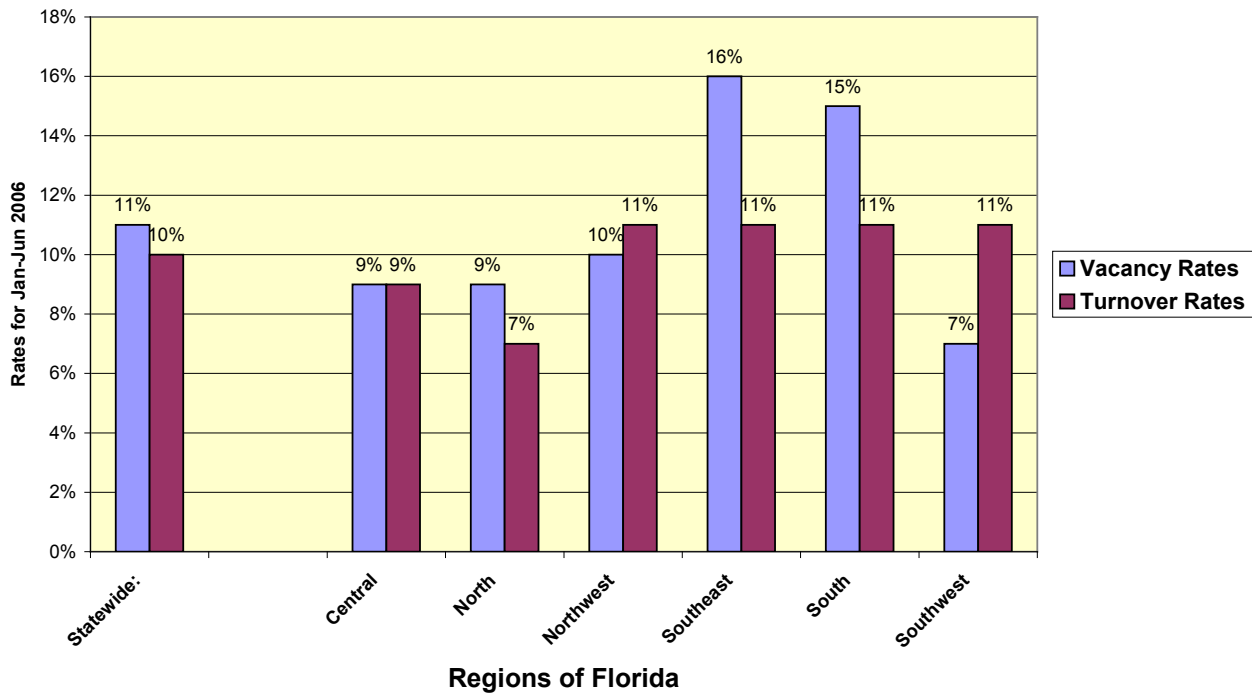


TABLE 4

RN Workforce by Work Category - Statewide

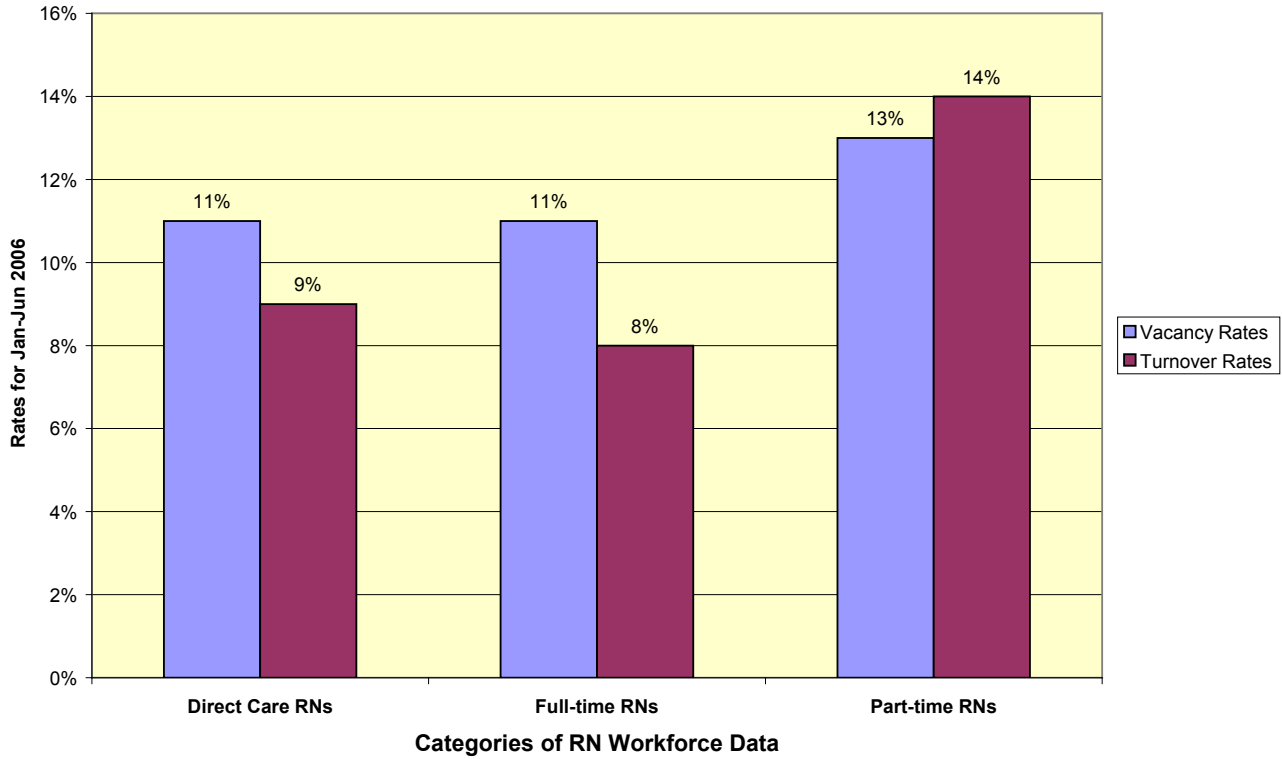


TABLE 5

LPNs - Statewide and by Region

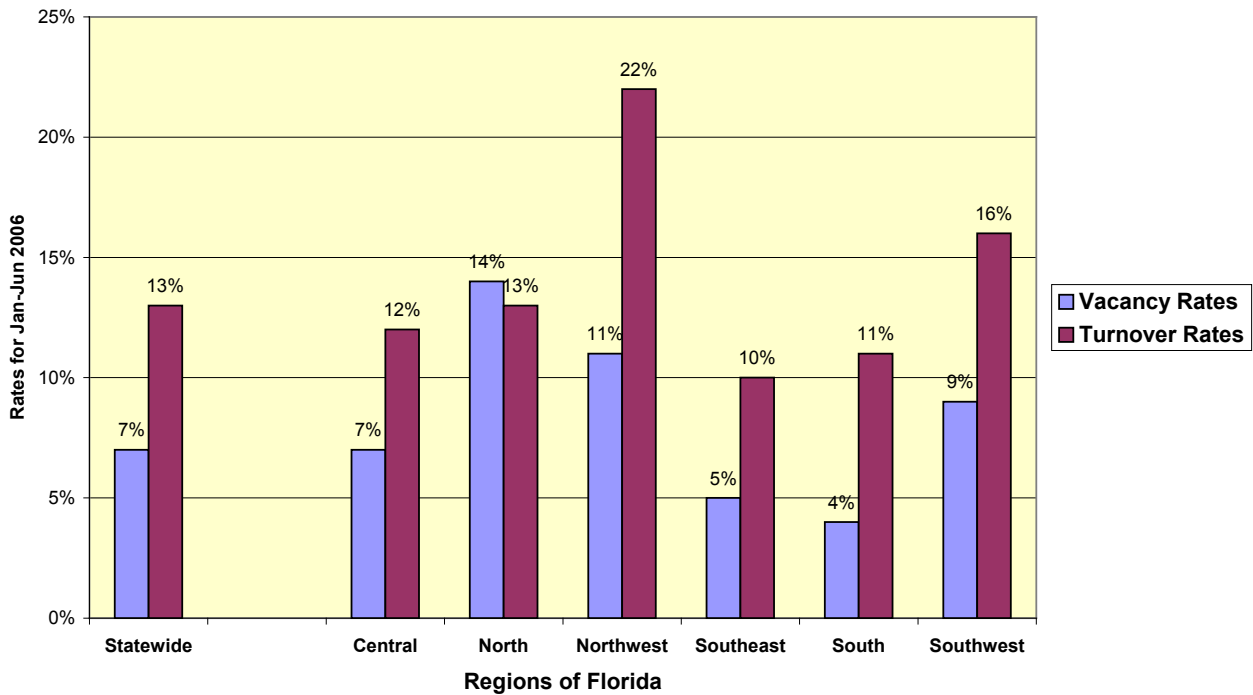


TABLE 6

Utilization of Contract/Agency RNs* - Statewide

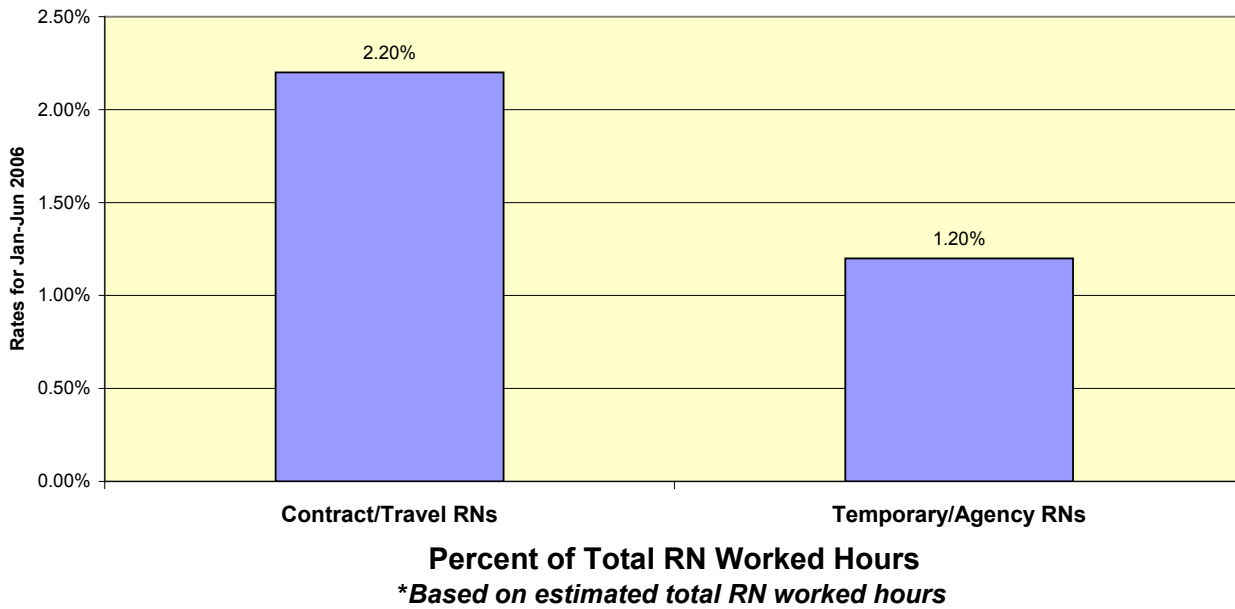


TABLE 7

Respiratory Therapists - Statewide and by Region

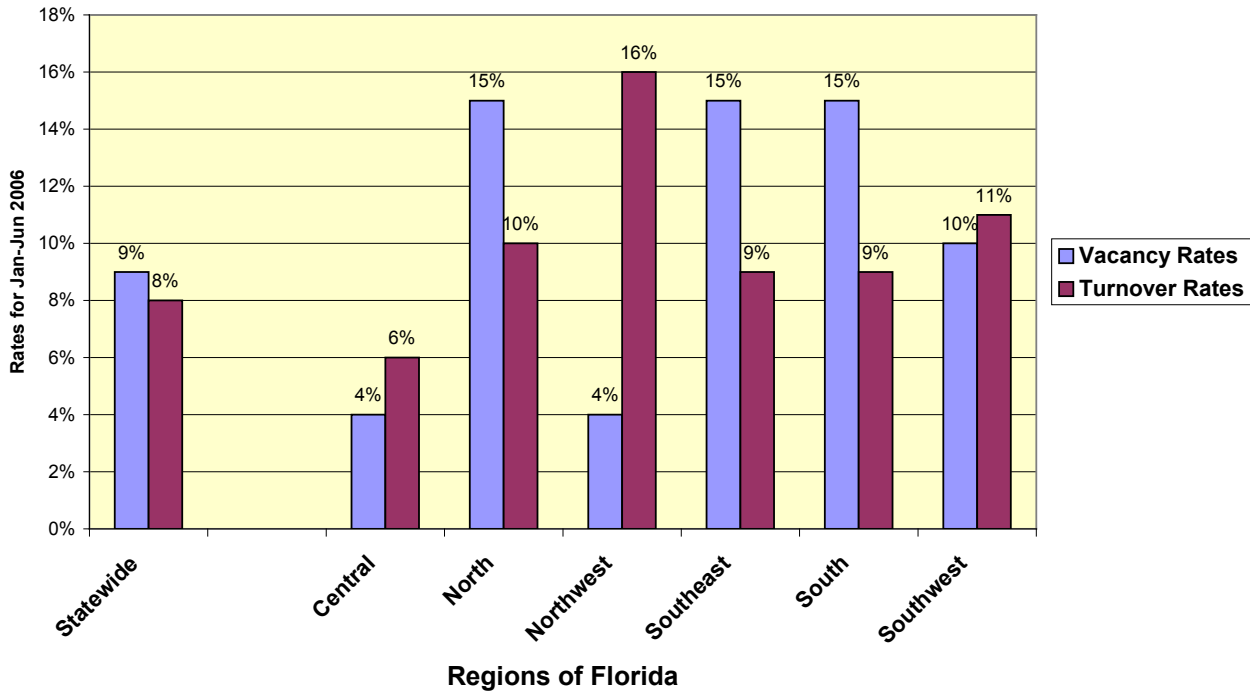


TABLE 8

Physical Therapists - Statewide and by Region

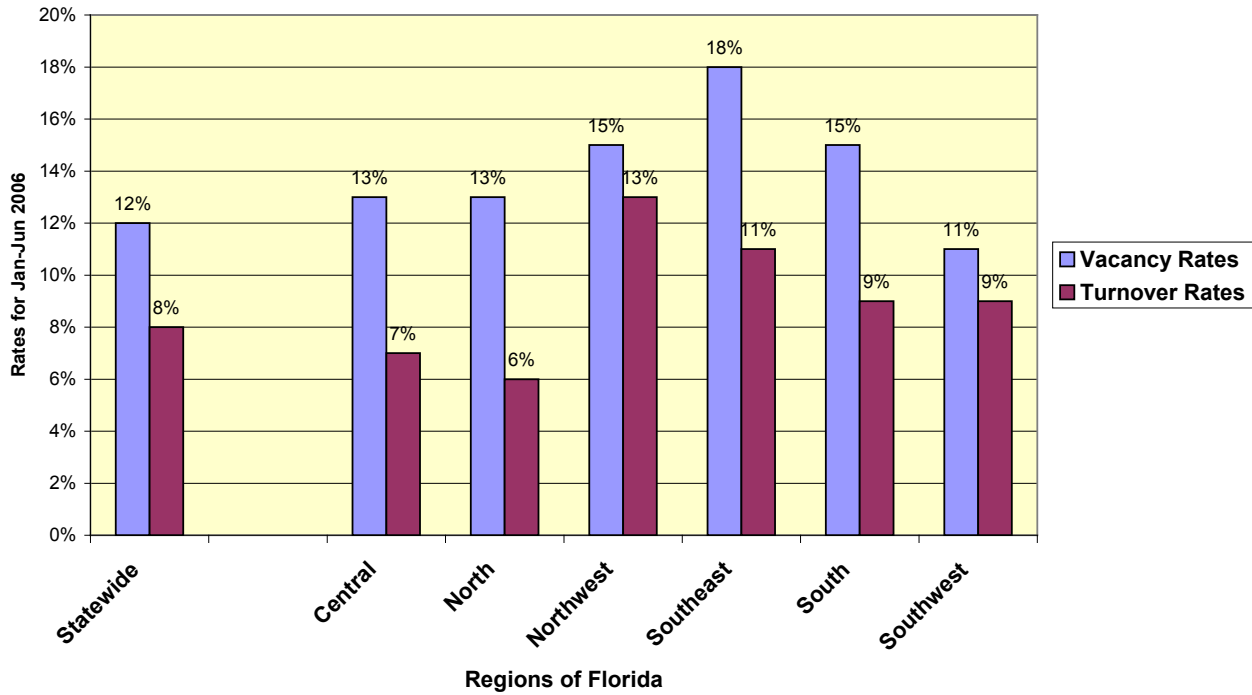


TABLE 9

Radiology Technicians - Statewide and by Region

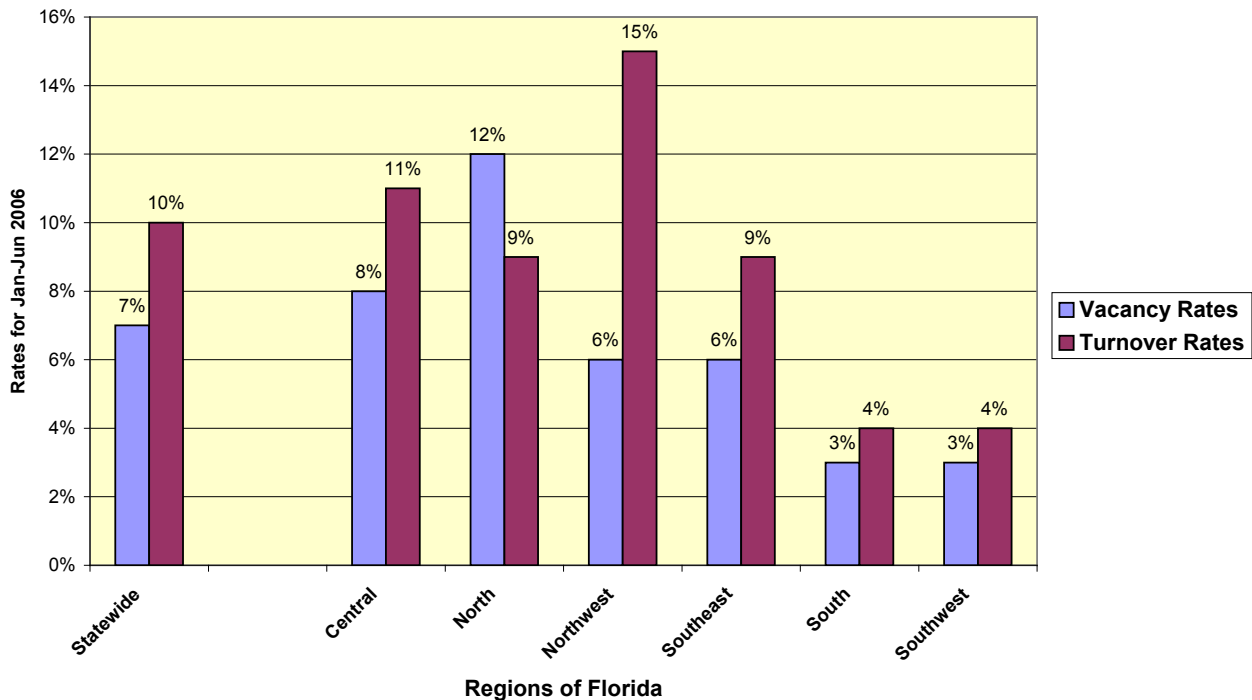


TABLE 10

Medical Technologists - Statewide and by Region

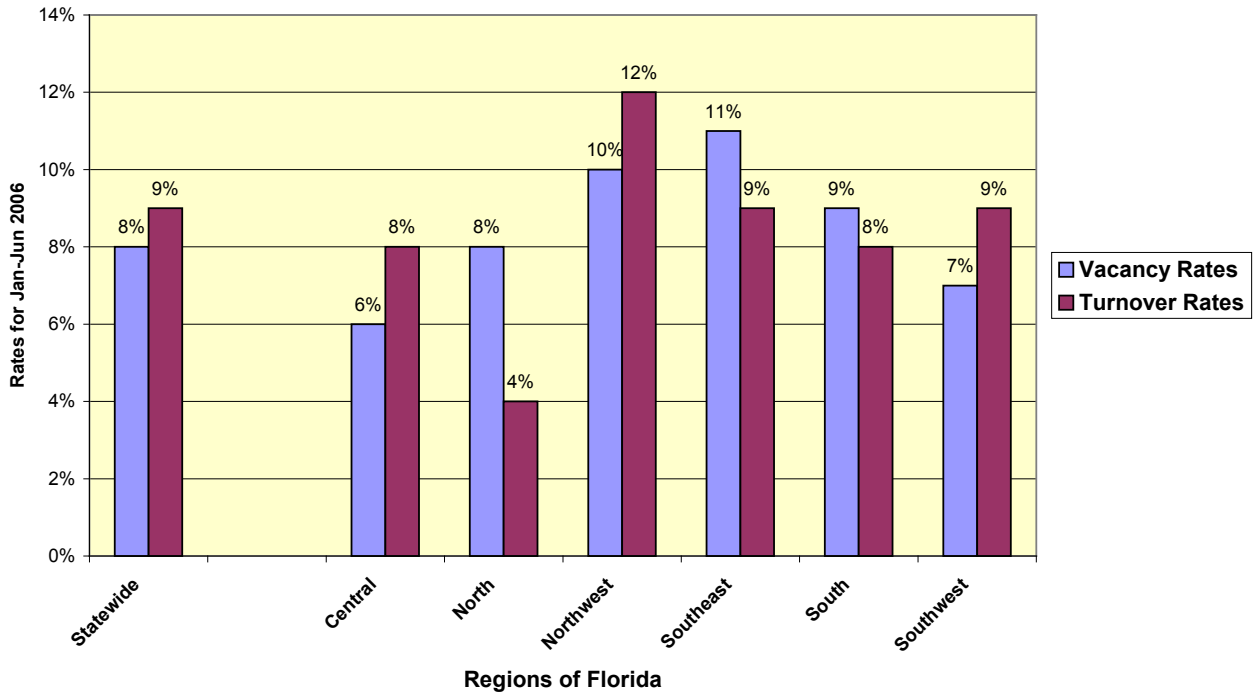


TABLE 11

Pharmacists - Statewide and by Region

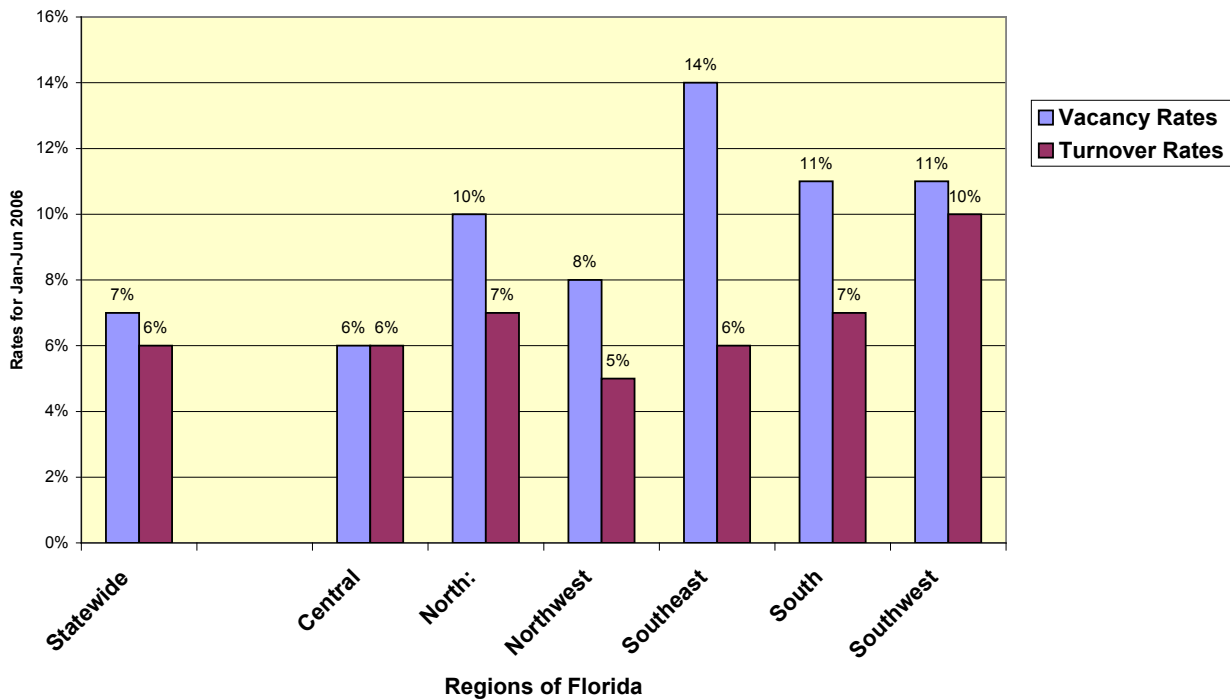
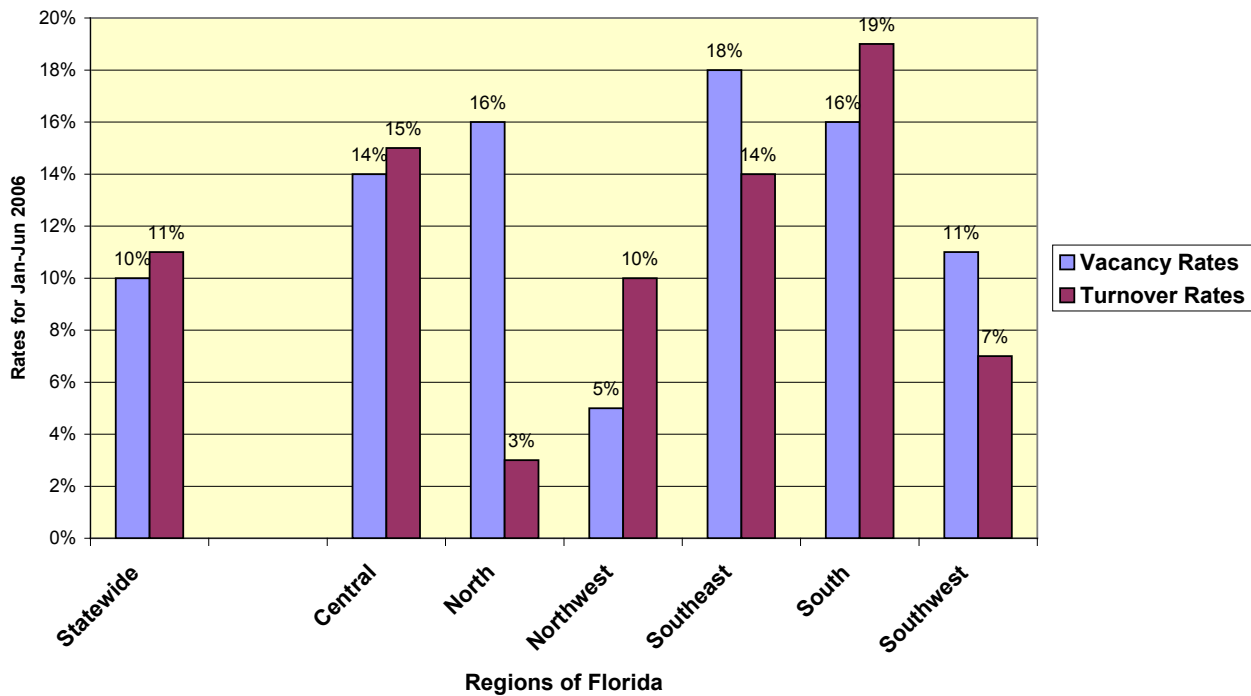


TABLE 12

Occupational Therapists - Statewide and by Region



This report is available at the Florida Hospital Association Web site – www.fha.org.

Contacts

Martha DeCastro, RN, MS, CIC
Vice President of Nursing
Phone: (850) 222-9800
E-mail: Martha@fha.org

Survey Questions: FHA Hospital/Health System Workforce Staffing Survey: 1/06-6/06

1. Workforce Vacancy and Turnover Data:

For each of the position categories below, please provide the following data as of June 30, and in accordance with the following definitions.

TOTAL EMPLOYEES = All full-time, part-time, per diem, casual and employed temporary employees. DO NOT include agency or contract workers.

VACANCIES = Include ALL open positions - meaning those that are vacant and the organization was attempting to fill.

SEPARATIONS = Include ALL employees who left your organization for any reason during the month survey period of January 1, 2006 through June 30, 2006. Include voluntary terminations, separations initiated by employer, retired, died or separated due to disability. DO NOT include transfers within the same locations (licensed facility). DO NOT include contract or agency workers.

1. All Employees

Total number of Employees
Total number of Vacancies
Total number of Separations

2. Total Registered Nurses (All positions which require RN licensure.)

Total number of Employees
Total number of Vacancies
Total number of Separations

3. IF KNOWN, what percentage of your RN staff has a BSN or higher nursing degree?

4. Total Staff RNs (Direct Patient Care - include all positions – full-time, part-time, per diem, etc.)

Total number of Employees
Total number of Vacancies
Total number of Separations

5. Total Full-Time RNs (Full-time status as defined within your organization.)

Total number of Employees
Total number of Vacancies
Total number of Separations

6. Total Part-Time RNs (Part-time status as defined within your organization.)

Total number of Employees
Total number of Vacancies
Total number of Separations

7. Total Licensed Practical Nurses (Include all positions that require LPN licensure.)

Total number of Employees
Total number of Vacancies
Total number of Separations

8. Respiratory Therapists (Include all positions that require RT licensure.)

Total number of Employees
Total number of Vacancies
Total number of Separations

9. Physical Therapists (Include all positions that require PT licensure.)

Total number of Employees
Total number of Vacancies
Total number of Separations

10. Occupational Therapists (Include all positions that require OT licensure.)

Total number of Employees
Total number of Vacancies
Total number of Separations

11. Pharmacists (Include all positions that require Pharmacist licensure.)

Total number of Employees
Total number of Vacancies
Total number of Separations

12. Radiology Technologists (Include all positions that require RT licensure.)

Total number of Employees
Total number of Vacancies
Total number of Separations

13. Medical Laboratory Technologists (Include all positions that require MLT licensure.)

Total number of Employees
Total number of Vacancies
Total number of Separations

2. Contract/Agency RN Staff Utilization

Report this data for the six-month survey period of January 1, 2006 through June 30, 2006.

15. Contract/Traveler RN

Total Worked Hours during the survey period.

16. Temporary Staff/Agency RN

Total Worked Hours during the survey period.

3. Hospital/Health System Information

18. Hospital/Health System Name

19. County Location - Select the county region most appropriate for your hospital/system.

NORTH (Alachua, Baker, Bradford, Clay, Columbia, Dixie, Duval, Gilchrist, Hamilton, Jefferson, Lafayette, Madison, Nassau, Putnam, St. Johns, Suwannee, Taylor, Union)

CENTRAL (Brevard, Citrus, Flagler, Lake, Levy, Marion, Orange, Osceola, Seminole, Sumter, Volusia)

SOUTH (Dade, Monroe)

SOUTHWEST (Charlotte, Collier, DeSoto, Glades, Hernando, Hillsborough, Lee, Manatee, Pasco, Pinellas, Polk, Sarasota, Hardee, Hendry, Highlands)

SOUTHEAST (Broward, Indian River, Martin, Okeechobee, Palm Beach, St. Lucie)

NORTHWEST (Bay, Calhoun, Escambia, Franklin, Gadsden, Gulf, Holmes, Jackson, Leon, Liberty, Okaloosa, Santa Rosa, Wakulla, Walton, Washington)

20. If reporting for a Health System, how many hospitals are included in the data reported in this survey?

* **21. Contact Name**

* **22. Phone Number**

* **23. E-mail Address**