

Nurse Staffing Report

Results of the FHA Survey Conducted in June 2008

Release Date: March 2009

Florida Hospital Association

Nurse Staffing in Florida

- FHA has conducted nurse staff surveys since 1988. In 2008, 108 surveys representing 149 hospitals were received resulting in a 56.7% response rate. The survey is designed to capture information on nurse vacancy rates, turnover rates, timeframes for filling vacant positions, and other aspects of nurse staffing.
- **Highlights from the Survey:**
 - Survey participants reported 7.9%, or 3,900 registered nursing (RN) positions were vacant during the final week of May 2008. We estimate there were 5,752 vacant RN positions when the survey was conducted in June 2008.
 - Vacancy rates differed by nursing specialty with the highest vacancy rates seen for Advanced Registered Nurse Practitioners (10.4%), Stepdown/Telemetry RN (9.1%), emergency RNs (8.9%), rehabilitation RNs (8.7%) and critical care RNs (8.0%). Medical/Surgical, Critical Care and Stepdown/Telemetry areas accounted for 2,252 or 57% of all vacant positions.
 - More than three-quarters of the hospitals reported difficulties in filling nursing positions but two-thirds of the hospitals reported being able to fill a vacant RN position within 60 days. The ability to fill an open position, however, differed significantly by nurse specialty. ARNPs were the most difficult, with 36% of the hospitals reporting taking more than 90 days to fill an open ARNP position. Critical care, neonatal critical care and Operating Room RNs were difficult, with more than 30% of the hospitals requiring more than 90 days to fill these positions.
 - Hospitals reported that recruitment of experienced RNs poses the greatest challenge while they experience little difficulty in recruitment of newly licensed RN graduates.
 - The percentage of RNs leaving the hospital averaged 15.0% statewide. During the 12 months prior to May 31, 2008, 6,800 RNs left their positions. Turnover rates were highest for psychiatric RNs (27.5%), Licensed Practical Nurses (20.1%) Stepdown/telemetry RNs (19.3%), Rehabilitation RNs (18.5%) and ED RNs (18.1%).
 - When asked why nurses were leaving, the most common reason was taking a job outside of nursing, followed by retirement and job dissatisfaction. Higher pay was the fourth most common reason.
 - Periods of emergency department overcrowding was cited as the most common impact of the nursing shortage and 58% of the hospitals indicated that they were experiencing this more often this year than before. In addition, 11% of the hospitals reported the ED being placed on diversion due to a nursing shortage and more than half of these hospitals reported seeing this more frequently than in previous years. Reducing available beds was the second most common experience reported, with 13% citing the nursing shortage as a cause.

Nurse Staffing in Florida

- **Highlights from the Survey:**

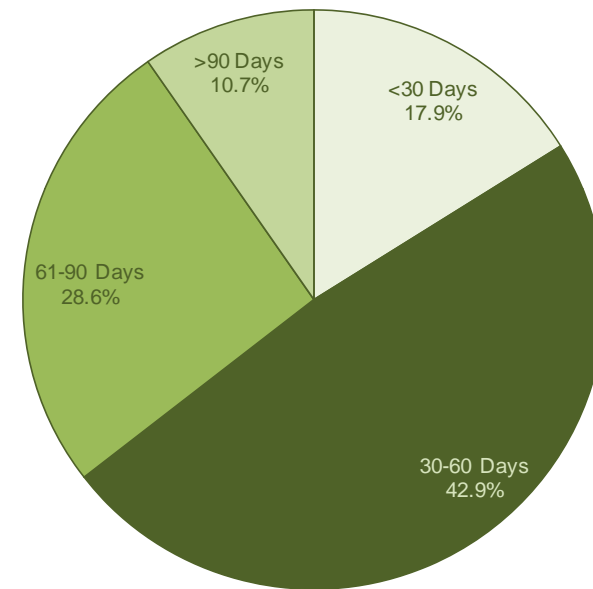
- Hospitals participating in the survey reported spending \$312.8 million to provide staffing coverage for either vacant position or sick or vacationing staff. Temporary staffing agencies were the most common method used, followed by contract/traveling nurses, on-call staff, then overtime. Overtime accounted for the largest percentage of the costs and hours (39% of the cost and 40% of the hours), followed by contract/traveling nurses, then per-diem nurses.
- Of the RNs hired in the 12 months preceding May 31, 2008, 38% were graduate nurses. Almost three-quarters of hospitals hiring GNs provide an extended orientation or internship program, which lasts from six weeks to three months. On average, 8.4% of the GNs leave the hospitals within a year of graduation from nursing school.
- The most common type of program used to enhance the nursing work environment was continuing education support, tuition assistance for students, special recognition ceremonies and staff preceptors for new staff.
- Clinical rotation for RN nursing students is considered to be the most effective outreach program for attracting RNs. School career days, hospital nursing staff serving as faculty were the second and third most commonly used strategies to attract RNs.
- More than half of the RNs employed by hospitals had an associates degree in nursing while almost one-third had a baccalaureate degree. One-fourth of the RNs were under the age of 35 years while one-third were 50 years and older.

I. Staffing

**RN Vacancy Rates in Florida Hospitals
1988 – 2008***



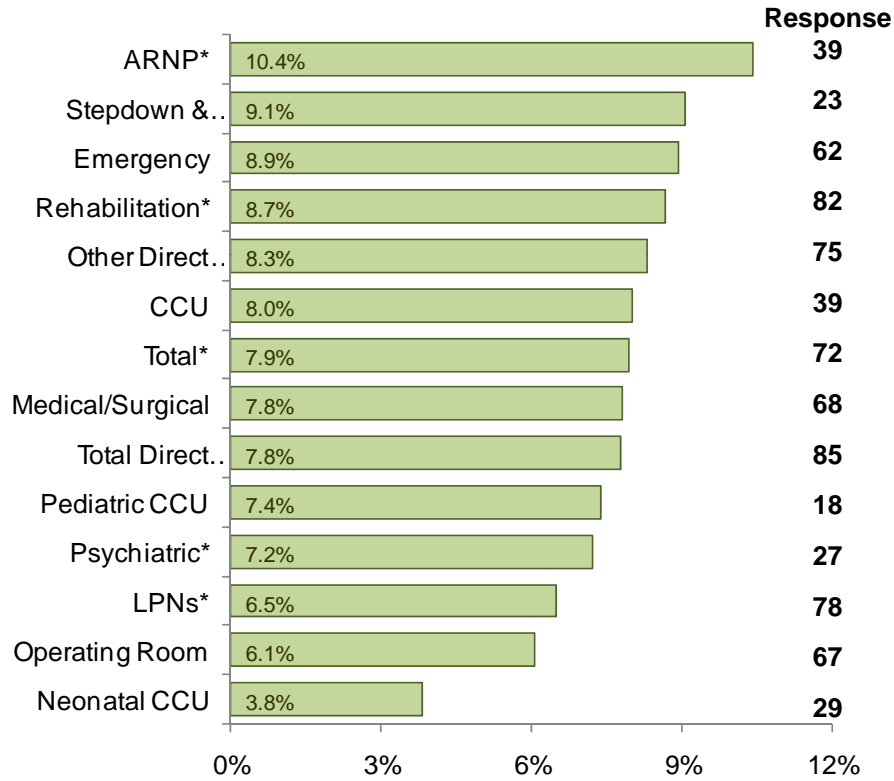
**Length of Time to Fill Vacant Direct Care RN Positions
2008**



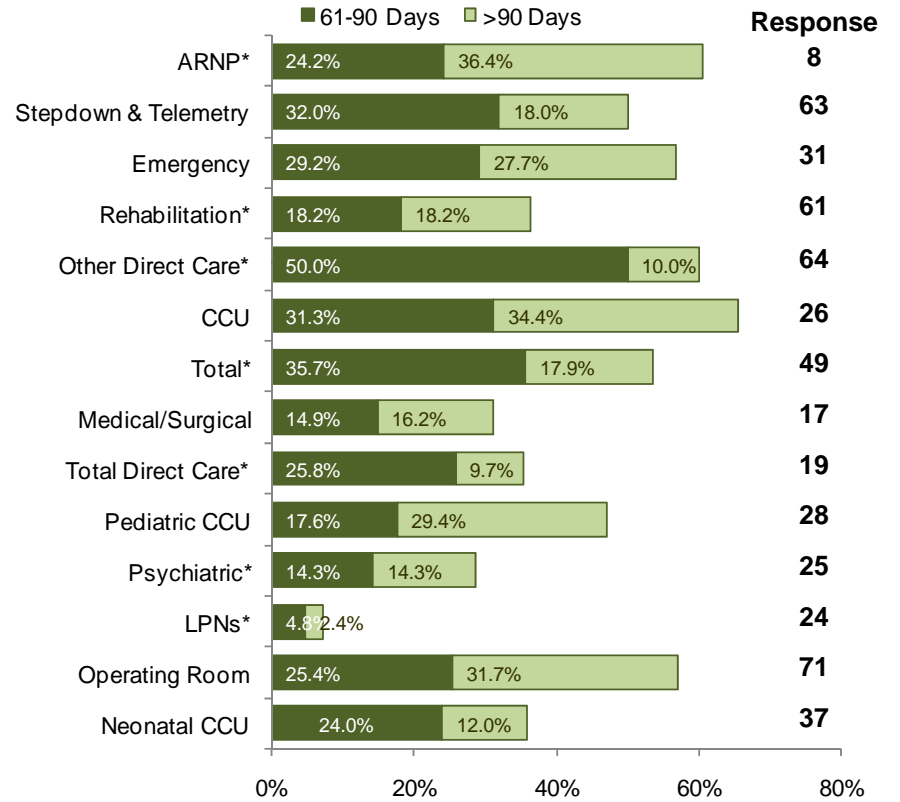
N = 31

*Notes: Survey reflects vacancy information for the last week of May 2008.
"Nurse staffing survey not conducted in 1996 or 2007. See FHA Workforce Staffing Survey for 2006 data."

Vacancy Rates in Florida Hospitals by Nursing Specialty 2008

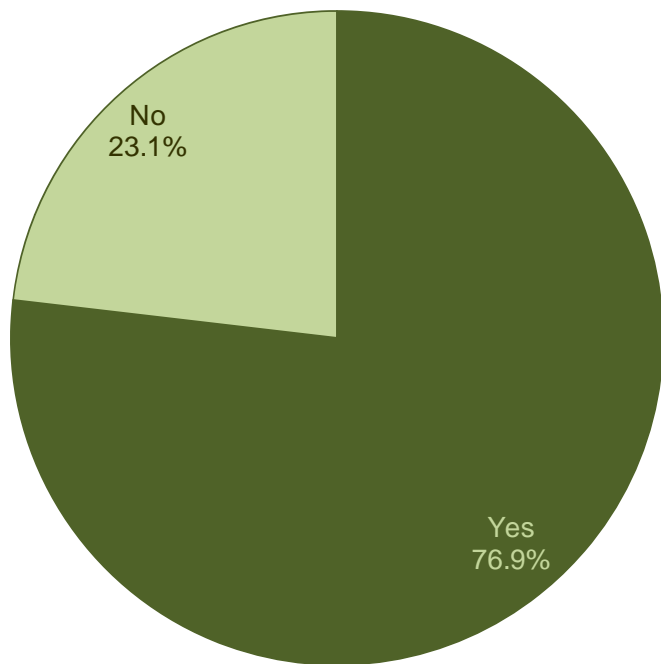


Length of Time to Fill Positions



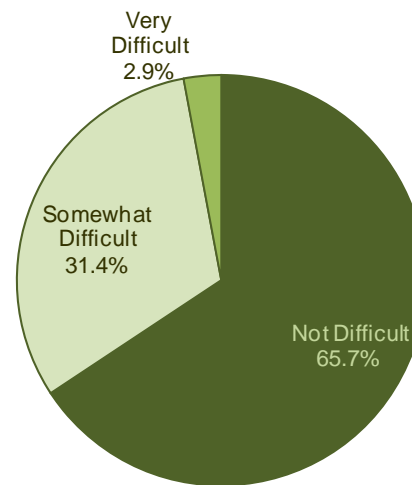
*Includes freestanding psychiatric and rehabilitation hospitals.

Is There a Nursing Shortage?



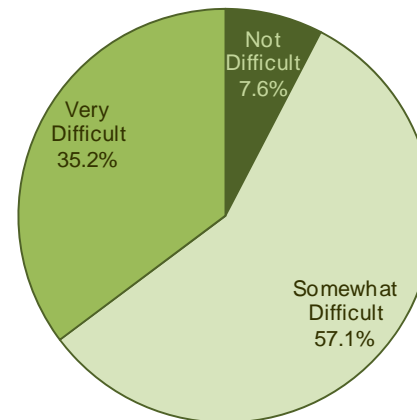
Newly Licensed RNs (<1 year)

N = 102



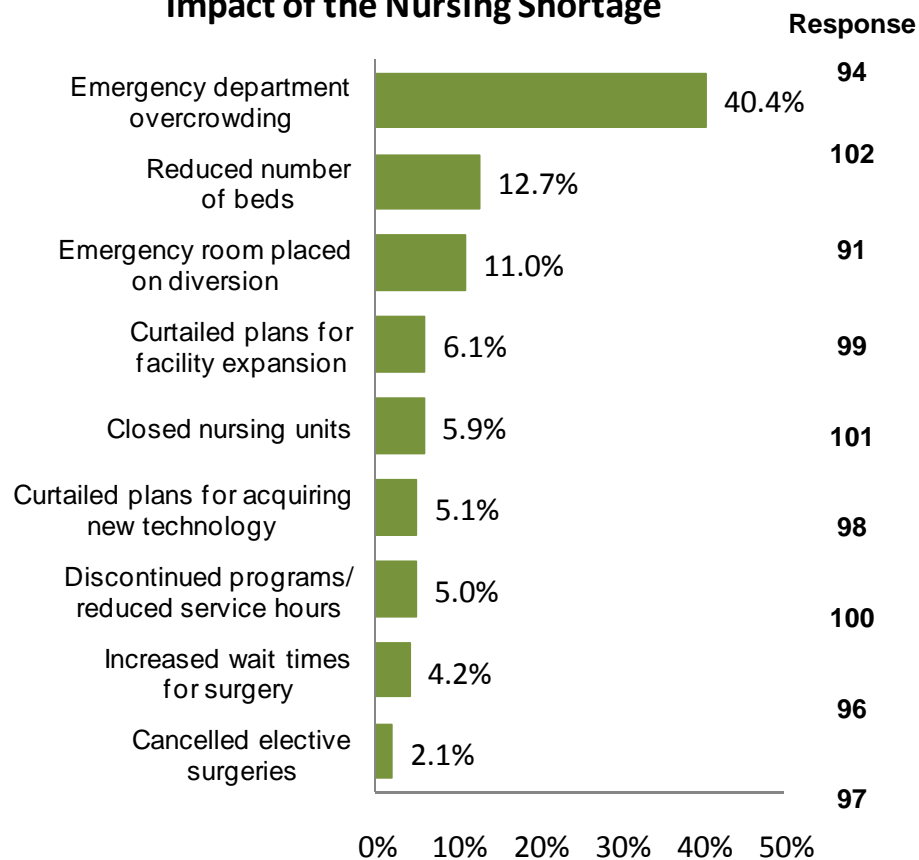
Experienced RNs (2 years or more)

N = 105

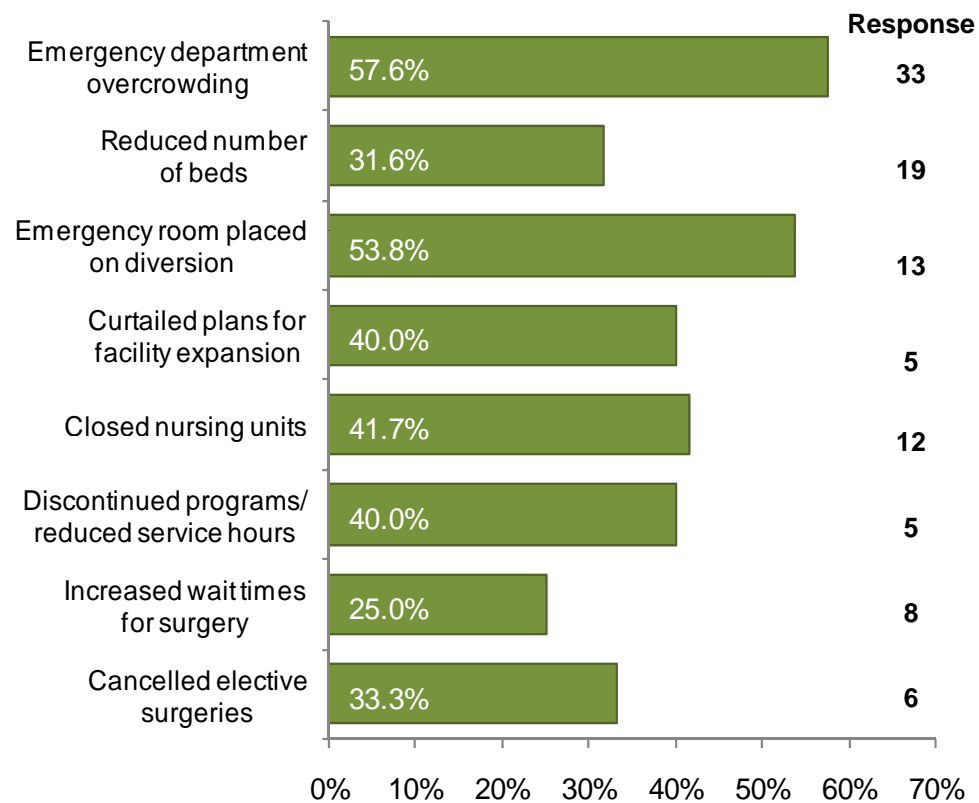


N= 108

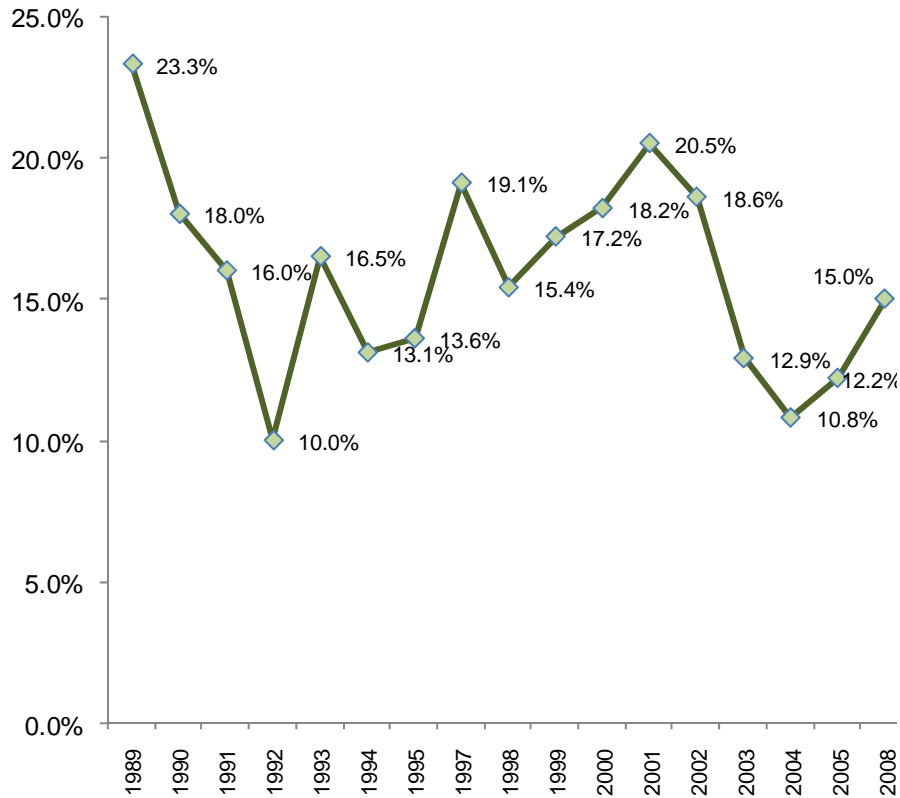
Impact of the Nursing Shortage



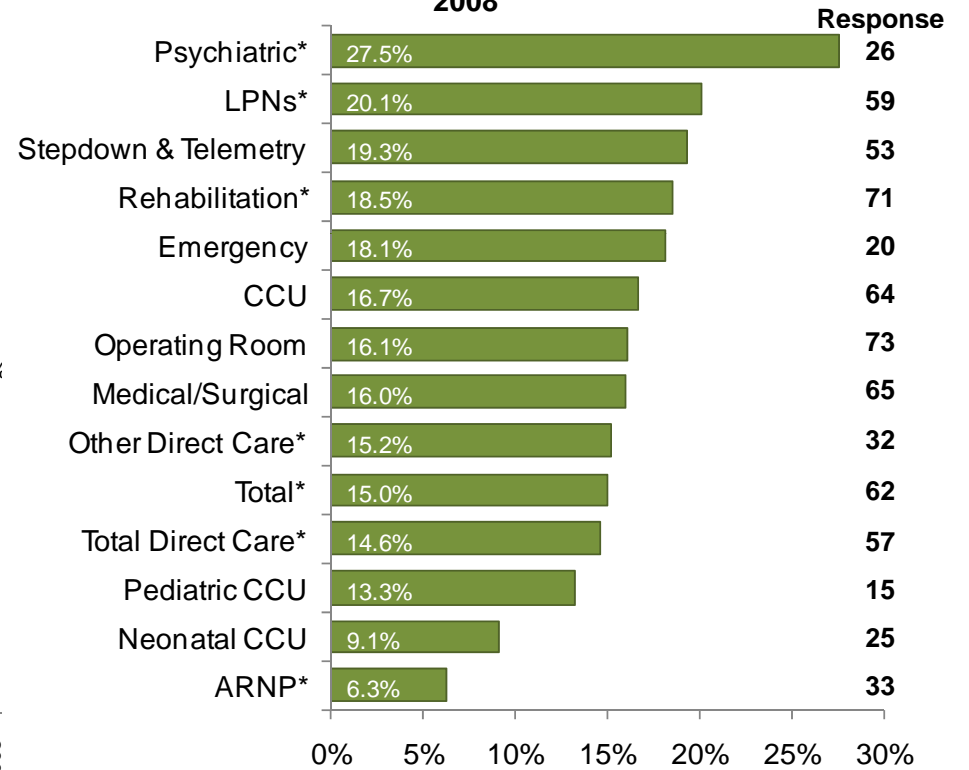
Impact of the Nursing Shortage Happening More Often



**RN Turnover Rate in Florida Hospitals
1989 – 2008***



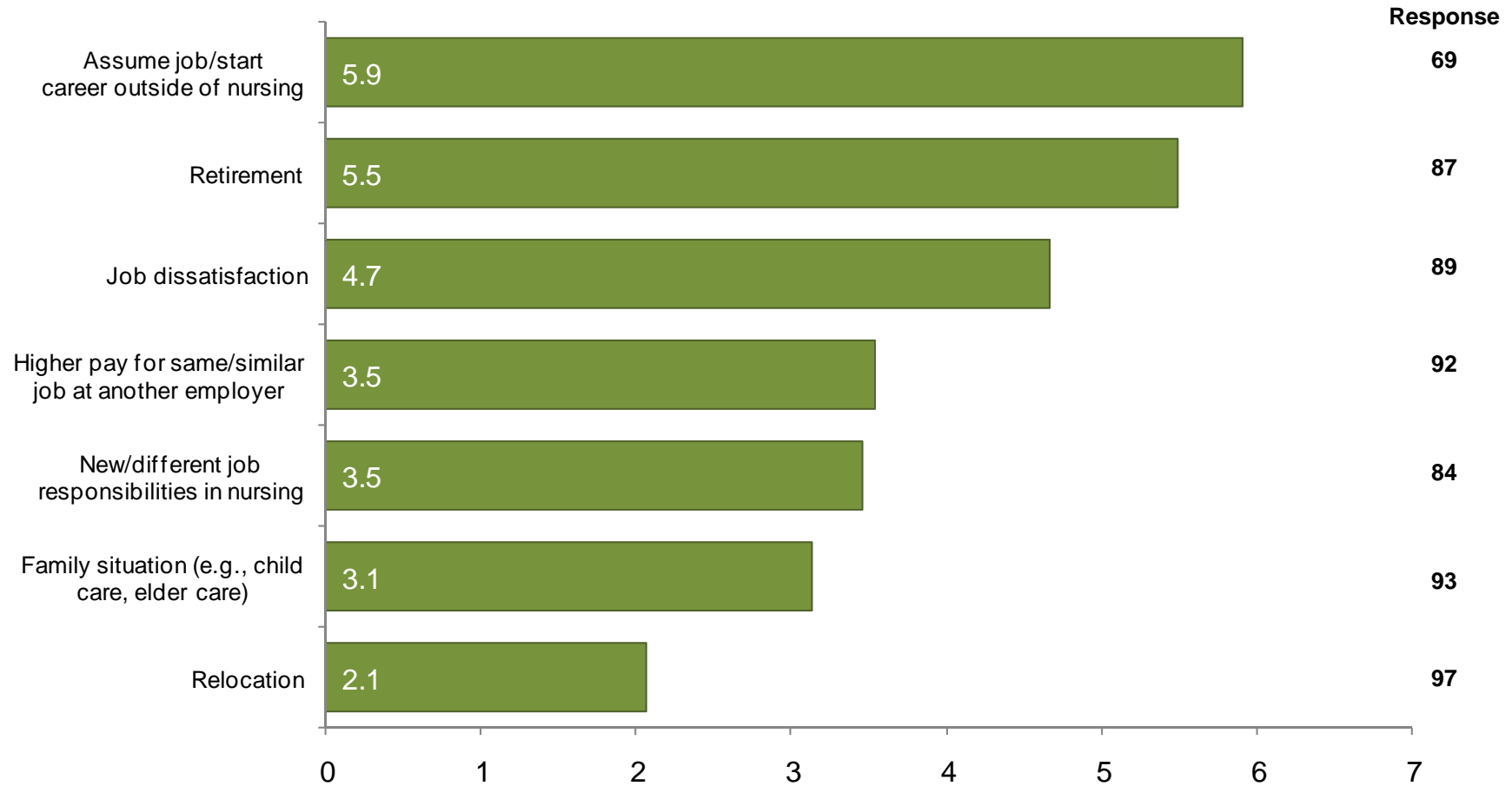
**Turnover Rates in Florida Hospitals by Nursing
Specialty
2008**



*Notes: Survey reflects vacancy information for the last week of May 2008.

"Nurse staffing survey not conducted in 1996 or 2007. See FHA Workforce Staffing Survey for 2006 data."

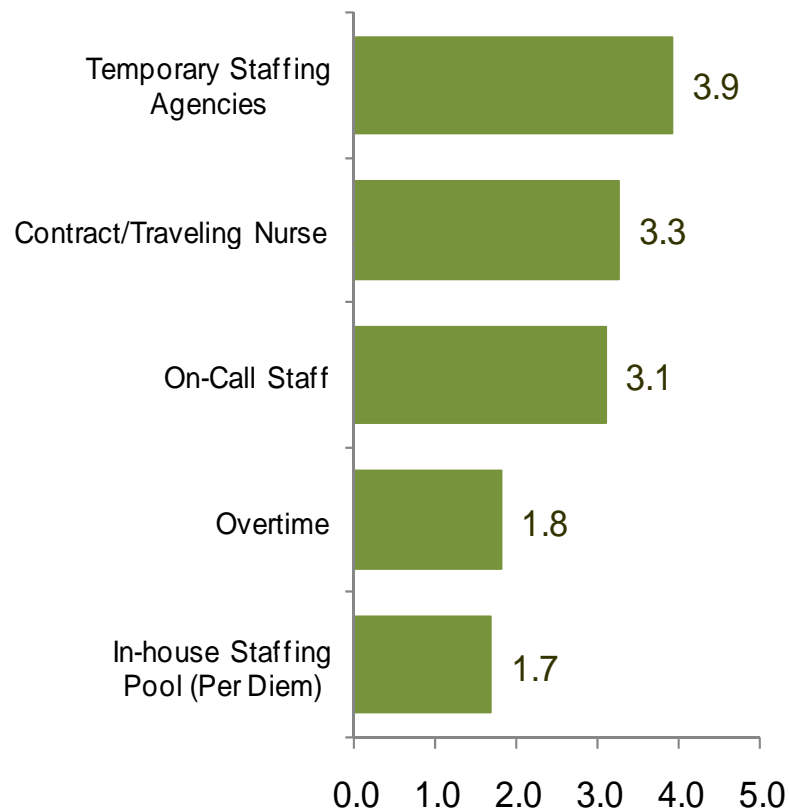
Reasons for RN Leaving Employment Average Ranking*



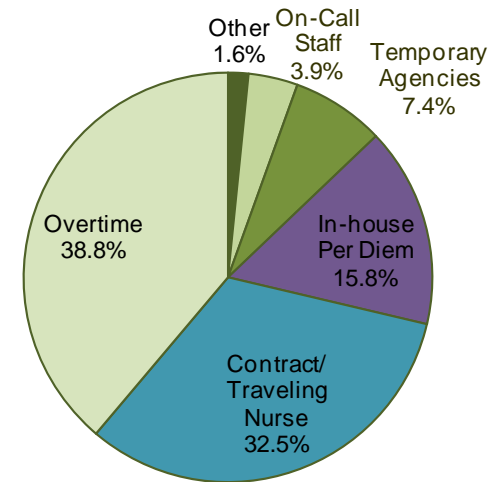
*Ranked high to low.

II. Methods and Costs to Fill Vacant Positions

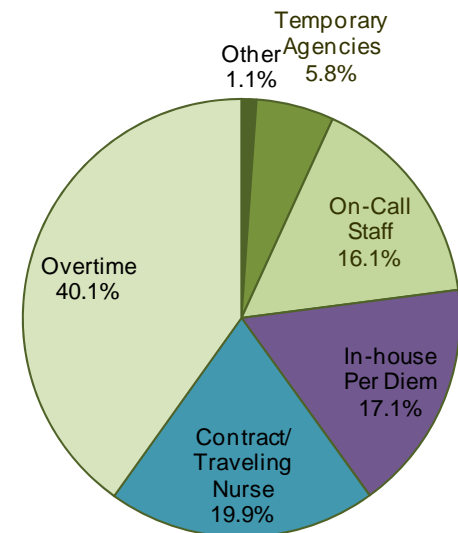
Rank for Most Common Method*



Total Costs to Fill Vacant Positions



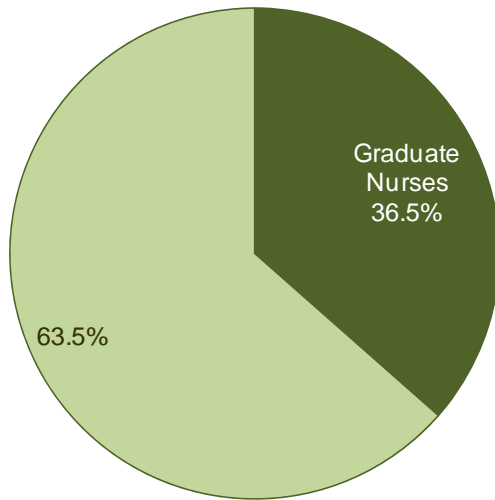
Hours Filled



*Ranked on a scale of 1 (Not Effective) – 5 (Highly Effective)

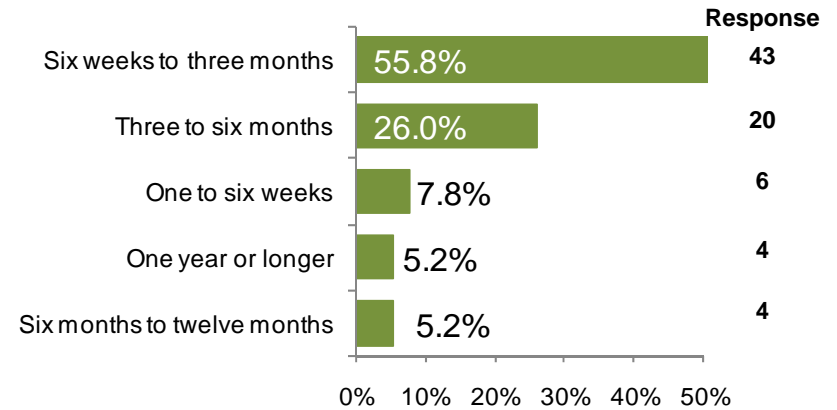
III. Graduate Nurses

Graduate Nurses

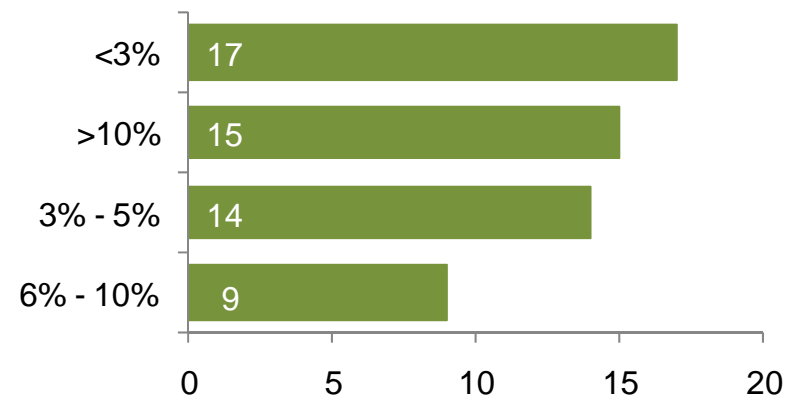


Total RNs Hired: 10,662

Length of Graduate RN Internship Programs

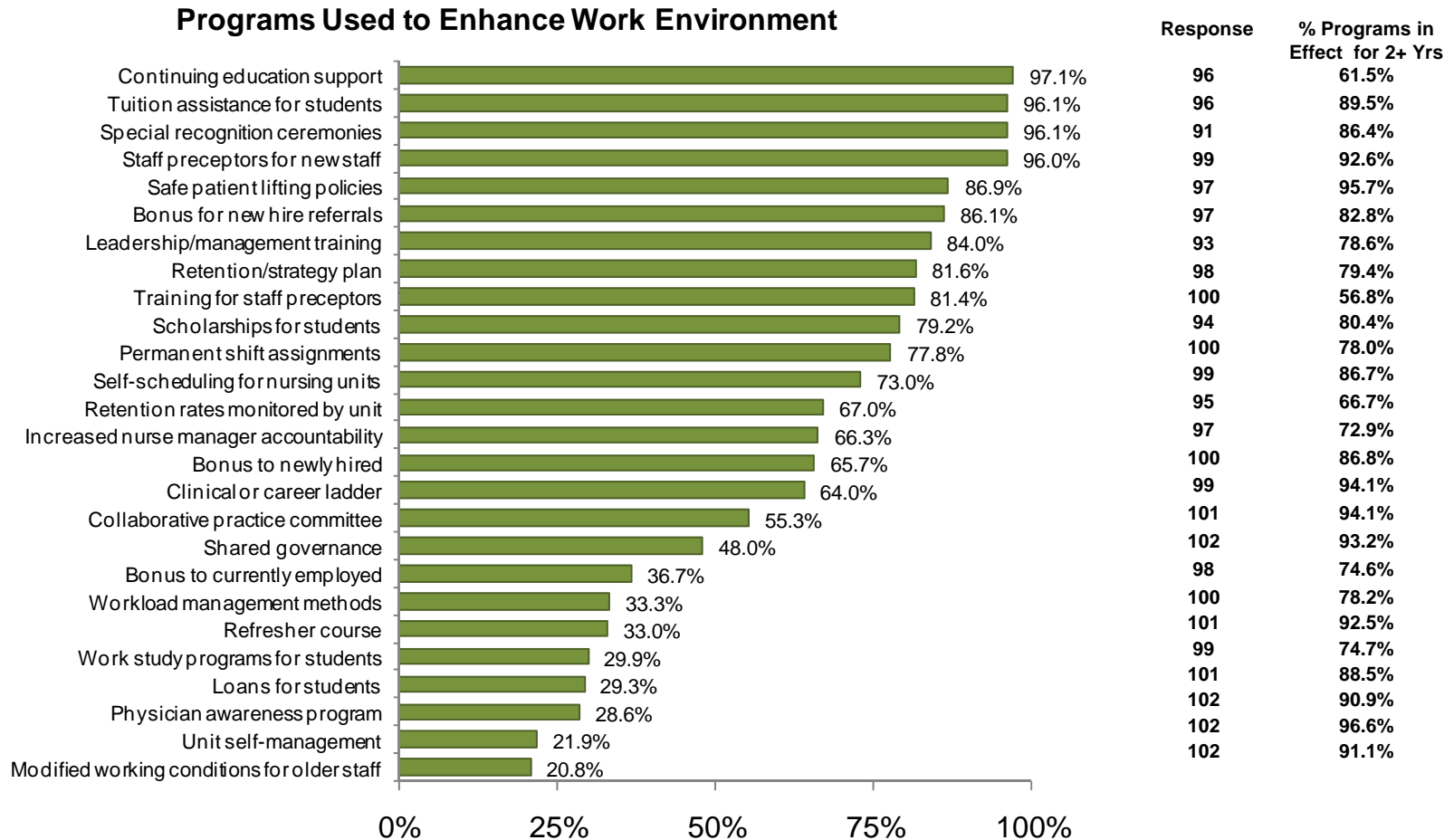


Percent of Graduate RNs Leaving the Hospital Within a Year of Employment

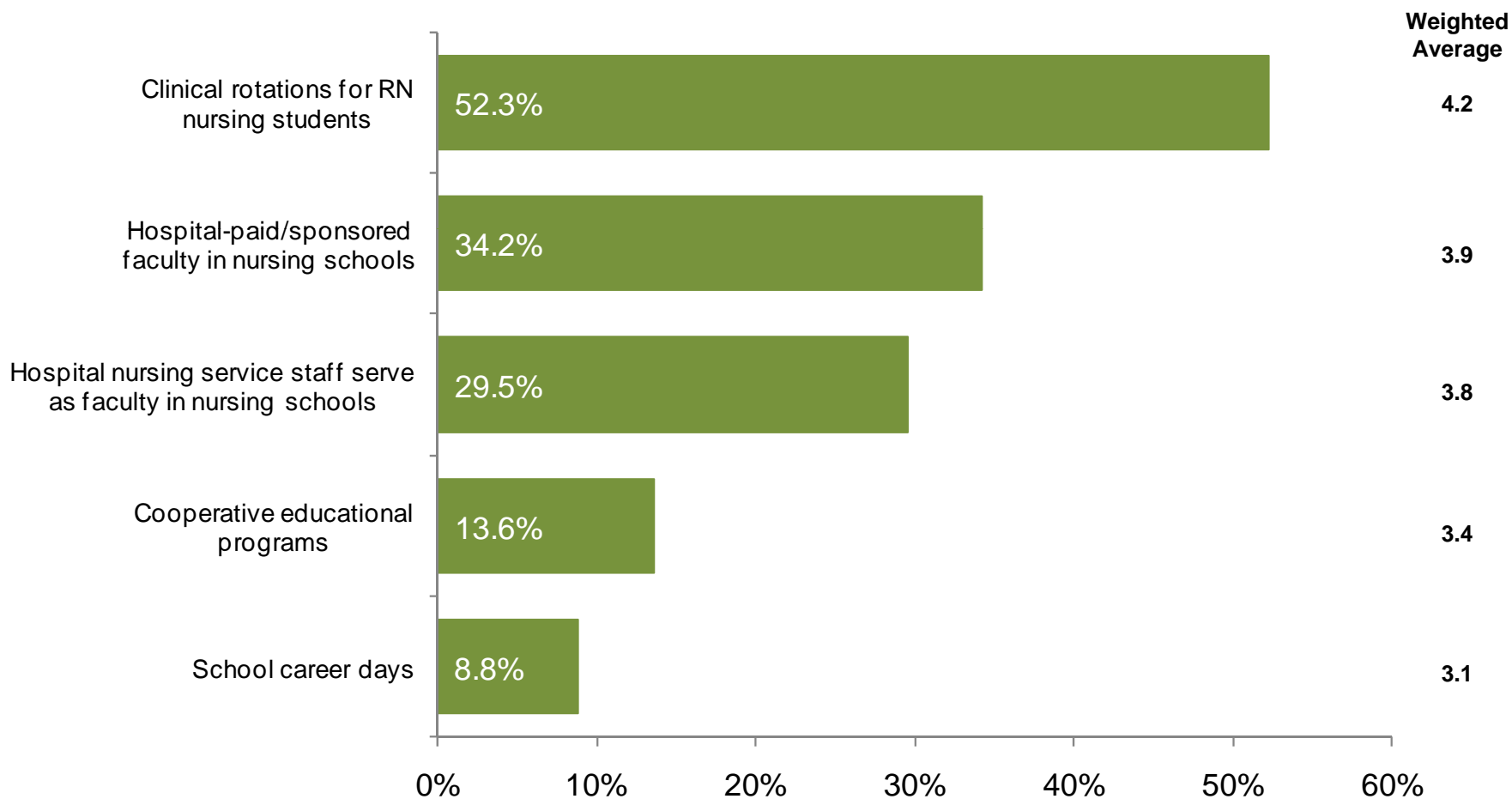


N = 89

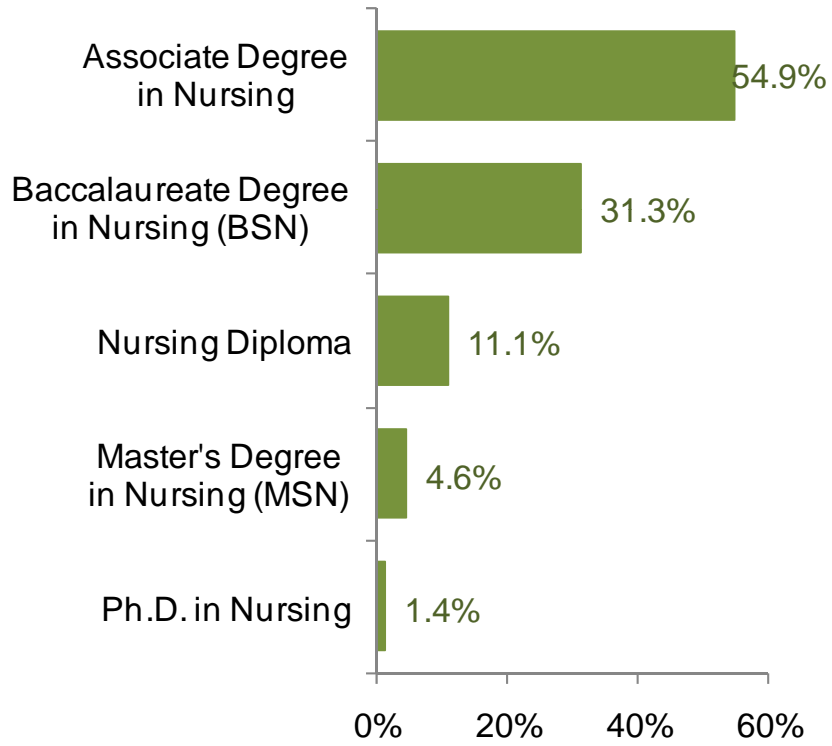
IV. Recruitment Strategies



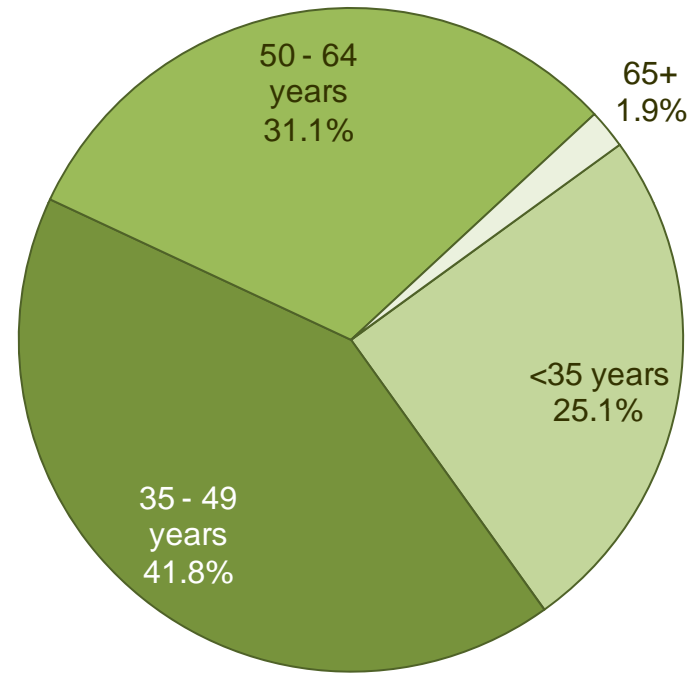
Effectiveness of Outreach Programs Percent Rating "Most Effective"



Average Percent of RNs with Level of Education

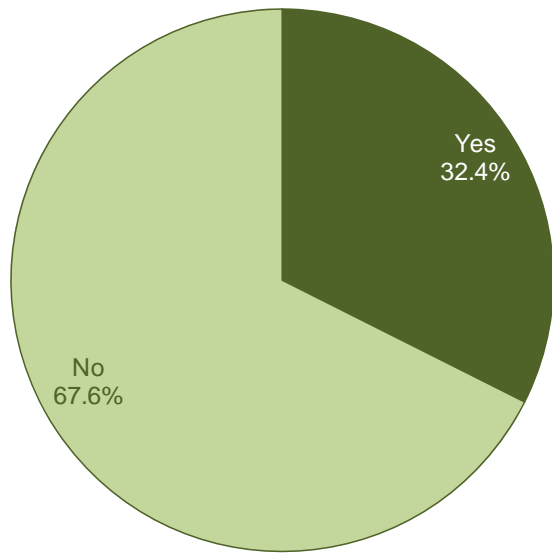


Age Distribution of RN Staff

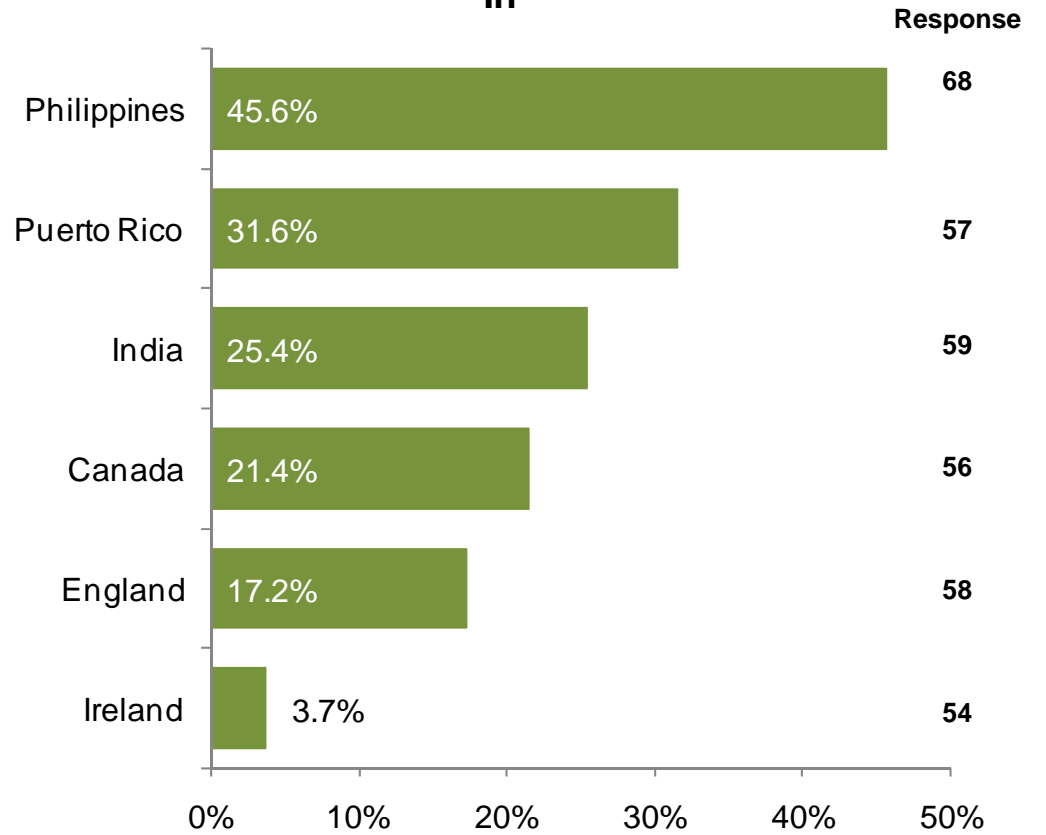


N = 61

Hospitals Actively Recruiting Foreign Nurses



Foreign Countries RNs are Being Recruited In



N = 108

VI. Appendix

Vacancy and Turnover Summary Data

Vacancy Summary Data

(Surveys/Hospitals)	Statewide	ACUTE CARE HOSPITALS								Psych/Rehab
		Urban	Rural	Panhandle	North	West	Central	South		
EMPLOYEE OR FTE										
	Vacancies									
Medical/Surgical RNs	7.8% (90) 1,036	7.6% (74)	13.3% (15)	9.9% (10)	9.4% (23)	12.0% (14)	4.3% (7)	5.6% (27)	~ (1)	
Critical Care RNs	8.0% (77) 696	8.0% (68)	10.9% (9)	12.3% (6)	8.7% (22)	6.6% (12)	10.7% (7)	6.7% (24)	~ (0)	
Pediatric Critical Care RNs	7.4% (18) 94	7.4% (18)	~ (0)	~ (1)	~ (3)	13.1% (5)	~ (2)	7.2% (7)	~ (0)	
Neonatal Critical Care RNs	3.8% (29) 70	3.8% (29)	~ (0)	~ (1)	2.1% (6)	5.6% (7)	~ (4)	4.8% (11)	~ (0)	
Stepdown & Telemetry RNs	9.1% (64) 520	9.1% (61)	~ (3)	16.8% (5)	9.8% (20)	7.7% (11)	9.1% (7)	8.4% (20)	~ (0)	
Emergency RNs	8.9% (84) 437	8.7% (69)	12.4% (15)	14.4% (10)	9.4% (23)	4.3% (12)	8.9% (7)	9.0% (24)	~ (0)	
Operating Room RNs	6.1% (81) 247	6.0% (71)	8.4% (10)	2.5% (7)	6.2% (22)	5.8% (14)	6.1% (7)	6.4% (25)	~ (0)	
Psychiatric RNs*	7.2% (33) 75	6.7% (29)	~ (0)	~ (2)	6.8% (7)	6.9% (6)	~ (3)	6.3% (11)	~ (4)	
Rehabilitation RNs*	8.7% (30) 72	9.3% (24)	~ (1)	~ (1)	~ (4)	9.1% (7)	~ (2)	8.5% (10)	7.0% (5)	
Advanced RN Practitioners*	10.4% (43) 83	10.4% (36)	11.8% (6)	~ (4)	12.8% (9)	7.6% (10)	~ (4)	10.5% (11)	~ (1)	
Other Direct Care RNs*	8.3% (43) 785	8.2% (37)	12.4% (5)	~ (4)	5.3% (9)	8.2% (9)	~ (3)	10.5% (13)	~ (1)	
Total Direct Care RNs*	7.8% (75) 3,305	7.6% (58)	12.8% (13)	9.0% (10)	8.1% (14)	6.6% (14)	8.1% (5)	7.6% (21)	~ (4)	
Total RNs*	7.9% (78) 3,951	7.8% (61)	12.1% (14)	9.4% (7)	6.7% (17)	6.8% (13)	10.8% (5)	7.1% (25)	~ (3)	
Licensed Practical Nurses*	6.5% (77) 219	6.4% (57)	3.8% (13)	3.6% (9)	5.0% (13)	8.1% (13)	5.2% (7)	6.7% (21)	15.2% (7)	

Turnover Summary Data

(Surveys/Hospitals)	Statewide	ACUTE CARE HOSPITALS								Psych/Rehab
		Urban	Rural	Panhandle	North	West	Central	South		
EMPLOYEE OR FTE										
	Separations									
Medical/Surgical RNs	16.0% (76) 1,980	16.1% (63)	13.6% (13)	17.8% (8)	16.1% (18)	17.7% (14)	17.2% (7)	14.8% (22)	~ (0)	
Critical Care RNs	16.7% (66) 1,353	16.7% (59)	16.7% (7)	~ (4)	17.5% (18)	14.5% (12)	14.5% (7)	18.0% (20)	~ (0)	
Pediatric Critical Care RNs	13.3% (15) 160	13.3% (15)	~ (0)	~ (1)	~ (2)	17.5% (5)	~ (2)	11.7% (5)	~ (0)	
Neonatal Critical Care RNs	9.1% (25) 155	9.1% (25)	~ (0)	~ (1)	7.2% (5)	11.1% (6)	~ (4)	9.2% (9)	~ (0)	
Stepdown & Telemetry RNs	19.3% (55) 998	19.3% (52)	~ (3)	~ (3)	14.9% (16)	21.4% (11)	15.2% (7)	26.0% (17)	~ (0)	
Emergency RNs	18.1% (73) 825	18.6% (60)	10.2% (13)	15.5% (8)	19.8% (19)	20.8% (12)	20.0% (7)	15.7% (20)	~ (0)	
Operating Room RNs	16.1% (68) 604	16.1% (62)	15.4% (6)	14.8% (5)	15.6% (19)	18.5% (14)	14.2% (7)	16.4% (20)	~ (0)	
Psychiatric RNs*	27.5% (31) 275	22.6% (28)	~ (0)	~ (2)	15.3% (7)	30.3% (6)	~ (3)	19.5% (10)	~ (3)	
Rehabilitation RNs*	18.5% (26) 145	16.8% (21)	~ (1)	~ (1)	~ (3)	20.6% (7)	~ (2)	13.7% (8)	~ (4)	
Advanced RN Practitioners*	6.3% (36) 47	6.2% (32)	~ (4)	~ (4)	2.4% (7)	14.6% (10)	~ (3)	2.8% (10)	~ (0)	
Other Direct Care RNs*	15.2% (36) 1,176	15.3% (32)	~ (3)	~ (4)	10.9% (8)	11.8% (8)	~ (3)	20.2% (10)	~ (1)	
Total Direct Care RNs*	14.6% (63) 5,431	14.6% (52)	13.1% (8)	19.2% (8)	14.9% (12)	14.5% (14)	16.7% (5)	12.1% (18)	~ (3)	
Total RNs*	15.0% (67) 6,813	15.0% (54)	13.7% (11)	19.2% (6)	14.8% (15)	14.4% (13)	~ (4)	14.7% (21)	~ (2)	
Licensed Practical Nurses*	20.1% (65) 630	19.1% (50)	32.0% (12)	25.9% (8)	26.1% (11)	20.2% (13)	18.3% (7)	13.4% (17)	~ (3)	

* - Statewide includes Psych & Rehab hospitals data

Survey Response

	Surveys Received	Facilities Represented	Surveys Sent	Response Rate
Acute	96	137	181	75.7%
Non-Acute*	12	12	82	14.6%
	108	149	263	56.7%
Acute Analysis				
Urban	79	120	153	78.4%
Rural	17	17	28	60.7%
	96	137	181	75.7%
By Region				
Panhandle	12	13	23	56.5%
North	30	32	42	76.2%
West	15	30	47	63.8%
Central	7	20	15	133.3%
South	32	42	54	77.8%
	96	137	181	75.7%