



Nursing Solutions, inc

NSI NATIONAL HEALTHCARE RETENTION SURVEY QUESTION & DATA POINT SHEET

OVERVIEW	<ol style="list-style-type: none"> 1 What is your Organizational Classification (For Profit/Not for profit) 2 How many beds is your facility licensed for? 3 Total number of budgeted FTEs? 																																																																																																			
EMPLOYMENT DATA	<ol style="list-style-type: none"> 1 Total Number of Current employees (headcount) 2 Total number of Current FT/PT employees only 3 Total number of current staff/bedside RNs 4 Total number of current FT/PT staff/bedside RNs 5 How many employees hired in 2018 6 How many staff/bedside RNs hired in 2018 7 On average how long does it take to recruit an experienced Med/Surg RN (# of days) 8 On average how long does it take to recruit an experienced Critical Care RN (# of days) 9 On average how long does it take to recruit an experienced Step Down RN (# of days) 10 On average how long does it take to recruit an experienced ER RN (# of days) 11 On average how long does it take to recruit an experienced OR RN (# of days) 12 On average how long does it take to recruit an experienced L&D RN (# of days) 13 What is your current RN vacancy rate (%)? 																																																																																																			
STAFFING OUTLOOK AND STRATEGIES	<ol style="list-style-type: none"> 1 In 2019, do you plan to increase size of workforce? 2 In 2019, do you plan to increase size of RN workforce? 3 In 2019, do you plan to increase recruiting budget? 4 In 2019, do you plan to increase number of recruiters? 5 In 2019, do you anticipate using more or less travel/agency staff? 6 What is the total number of budgeted FTEs in Human Resources? 7 Select the top 5 strategies to address patient needs in light of RN staffing shortage. 																																																																																																			
TURNOVER DATA	<ol style="list-style-type: none"> 1 How many employees left facility in 2018? 2 Of the total number who left, how many had: <table style="margin-left: 40px; border-collapse: collapse;"> <tr> <td style="width: 100px;">2a</td> <td style="width: 100px;">< 1 year of tenure</td> <td style="width: 100px;"><input type="text"/></td> </tr> <tr> <td>2b</td> <td>1-2 Yrs</td> <td><input type="text"/></td> </tr> <tr> <td>2c</td> <td>2-5 Yrs</td> <td><input type="text"/></td> </tr> <tr> <td>2d</td> <td>5-10 Yrs</td> <td><input type="text"/></td> </tr> <tr> <td>2e</td> <td>> 10 Yrs</td> <td><input type="text"/></td> </tr> </table> 3 How many FT / PT employees left facility in 2018? 4 How many staff/beside RN left facility in 2018? 5 Of the number of RNs who left, how many had: <table style="margin-left: 40px; border-collapse: collapse;"> <tr> <td style="width: 100px;">5a</td> <td style="width: 100px;">< 1 year of tenure</td> <td style="width: 100px;"><input type="text"/></td> </tr> <tr> <td>5b</td> <td>1-2 Yrs</td> <td><input type="text"/></td> </tr> <tr> <td>5c</td> <td>2-5 Yrs</td> <td><input type="text"/></td> </tr> <tr> <td>5d</td> <td>5-10 Yrs</td> <td><input type="text"/></td> </tr> <tr> <td>5e</td> <td>> 10 Yrs</td> <td><input type="text"/></td> </tr> </table> 6 How many FT/ PT RNs left facility in 2018? 7 Indicate total number of employees on staff and total number of separations in 2018 for each of the following specialties: <table border="1" style="margin-left: 40px; width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="width: 10%;">Employees</th> <th style="width: 10%;">Separations</th> </tr> </thead> <tbody> <tr><td>Medical/Surgical RN</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Telemetry RN</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Progressive Care/Step Down RN</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Intensive/Critical Care RN</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Emergency Services RN</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Surgical Services RN</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Women's Health/Maternity RN</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Behavior Health RN</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Pediatric RN</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Burn Center RN</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Certified Registered Nurse Anesthetist (CRNA)</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Certified Registered Nurse Practitioner (CRNP)</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Physician Assistant</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Respiratory Therapist</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Physical Therapist</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Occupational Therapist</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Speech Therapist</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Pharmacist</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Medical Technologist</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Radiologic Technologist</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Patient Care Tech</td><td><input type="text"/></td><td><input type="text"/></td></tr> <tr><td>Certified Nursing Assistant</td><td><input type="text"/></td><td><input type="text"/></td></tr> </tbody> </table> 	2a	< 1 year of tenure	<input type="text"/>	2b	1-2 Yrs	<input type="text"/>	2c	2-5 Yrs	<input type="text"/>	2d	5-10 Yrs	<input type="text"/>	2e	> 10 Yrs	<input type="text"/>	5a	< 1 year of tenure	<input type="text"/>	5b	1-2 Yrs	<input type="text"/>	5c	2-5 Yrs	<input type="text"/>	5d	5-10 Yrs	<input type="text"/>	5e	> 10 Yrs	<input type="text"/>		Employees	Separations	Medical/Surgical RN	<input type="text"/>	<input type="text"/>	Telemetry RN	<input type="text"/>	<input type="text"/>	Progressive Care/Step Down RN	<input type="text"/>	<input type="text"/>	Intensive/Critical Care RN	<input type="text"/>	<input type="text"/>	Emergency Services RN	<input type="text"/>	<input type="text"/>	Surgical Services RN	<input type="text"/>	<input type="text"/>	Women's Health/Maternity RN	<input type="text"/>	<input type="text"/>	Behavior Health RN	<input type="text"/>	<input type="text"/>	Pediatric RN	<input type="text"/>	<input type="text"/>	Burn Center RN	<input type="text"/>	<input type="text"/>	Certified Registered Nurse Anesthetist (CRNA)	<input type="text"/>	<input type="text"/>	Certified Registered Nurse Practitioner (CRNP)	<input type="text"/>	<input type="text"/>	Physician Assistant	<input type="text"/>	<input type="text"/>	Respiratory Therapist	<input type="text"/>	<input type="text"/>	Physical Therapist	<input type="text"/>	<input type="text"/>	Occupational Therapist	<input type="text"/>	<input type="text"/>	Speech Therapist	<input type="text"/>	<input type="text"/>	Pharmacist	<input type="text"/>	<input type="text"/>	Medical Technologist	<input type="text"/>	<input type="text"/>	Radiologic Technologist	<input type="text"/>	<input type="text"/>	Patient Care Tech	<input type="text"/>	<input type="text"/>	Certified Nursing Assistant	<input type="text"/>	<input type="text"/>
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	8	Select range (%) that best describes your current hospital turnover rate?
	9	Select range (%) that best describes your current hospital RN turnover rate?
	10	Do you historically include all employee classifications in T/O statistics (PRN, per diem etc.)
	11	For Multi-Hospital Systems: when employees transfer to another facility is this recorded as turnover?
CAUSE OF TURNOVER	1	Select the range which best describes the facilities INVOLUNTARY TURNOVER rate?
	2	Select the top three (3) most common voluntary reasons why Employee's left your organization.
	3	Select the top three (3) most common voluntary reasons why staff/bedside Registered Nurses left your organization.
COST OF TURNOVER	1	Does your organization track the cost of turnover for staff/bedside Registered Nurses?
	2	If your organization tracks the cost of turnover for RNs, please select the appropriate range.