

**Massachusetts Health & Hospital Association (MHA)
&
Organization of Nurse Leaders MA, RI, NH, CT, VT (ONL)**

Survey of Hospital Nurse Staffing Issues in Massachusetts, 2018 Highlights

The 2018 MHA/ONL Nursing Survey results are based on the responses of 55 out of the 85 (64.7%) hospitals that received the nursing survey data request in February 2019. The respondents included 47 acute care hospitals and eight (8) specialty hospitals.

Response rates for specific survey questions may be fewer than 55 due to not all hospitals answered all the questions in the survey or submitted unusable data.



**MASSACHUSETTS
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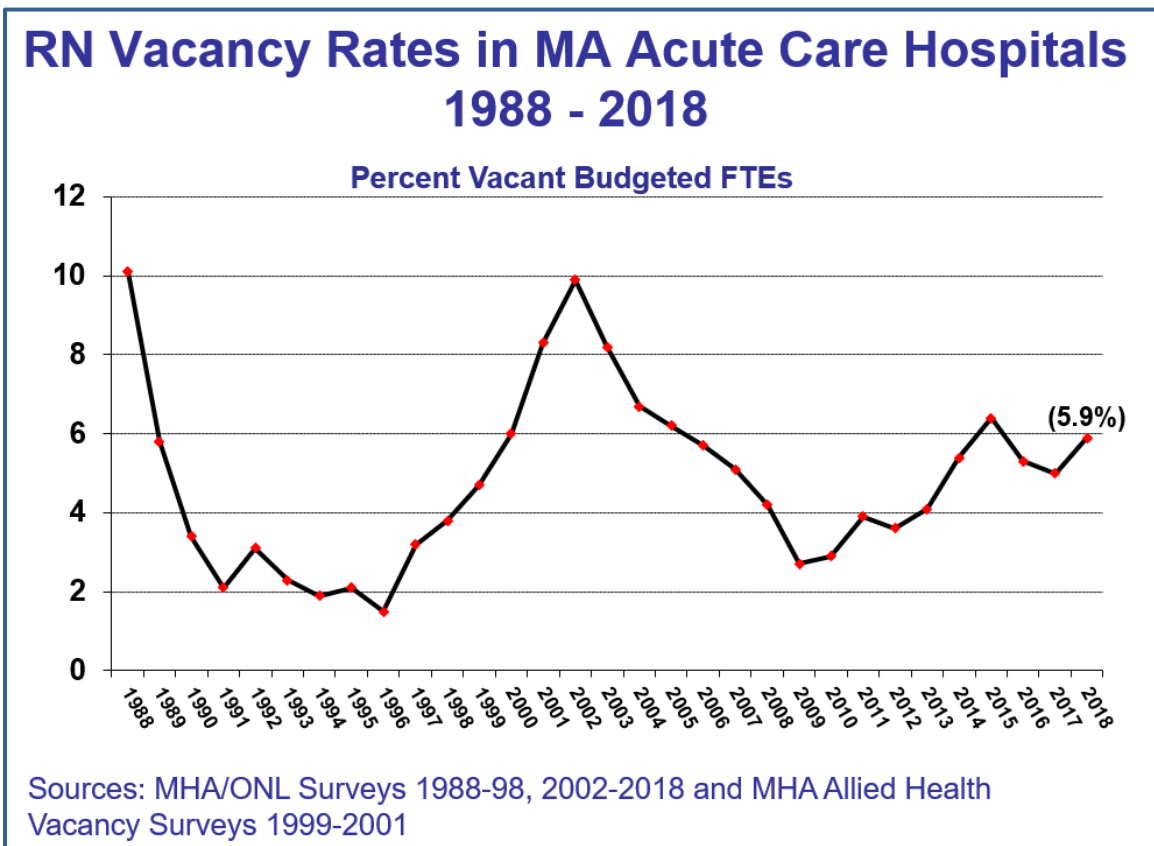


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MHA/ONL 2018 Survey of Hospital Nursing Staff Issues in Massachusetts

- **Purpose: Obtain quantitative information on hospital nursing (RN, LPN, CNA) employment market**
- **Mailed February 2019 to 85 acute care and specialty hospitals (non-acute care)**
 - **Seeking vacancy data for period DEC 9 – 15 2018**
 - **Seeking turnover data for OCT 2017 - SEP 2018**
- **55 of 85 hospitals responded (64.7%)...47 acute care hospitals and 8 specialty hospitals**

- The vacancy rate for all Registered Nurses (RNs) in all responding hospitals was 5.9 %. Acute care hospitals also reported a 5.8% vacancy rate, and specialty hospitals reported a 7.3% rate.
- The acute care hospital RN vacancy rate increased from the 2017 rate of 5.0 %, and now stands at 5.9%. In 2018 the RN vacancy rate stands 0.6% above the median rate of 5.3% for the previous 10 years of data collection. Vacant positions are covered by per diem nurses, staffing pools, on-call staff, overtime, and agency or traveler nurses.



The 2018 turnover rate for all RNs is 4.4% and for new graduates the turnover rate for 2018 is 8.8%. The 2018 turnover rate for all RNs is up 0.5% from the median rate of 3.9% for the previous five years (2013-2017) of data collection, while the new graduate's rate has decreased 0.8% for that same previous five years data collection period.

Question # 3 Vacancy & Turnover Rates

RN Turnover Rates, All Hospitals (n=38), 2018 Survey

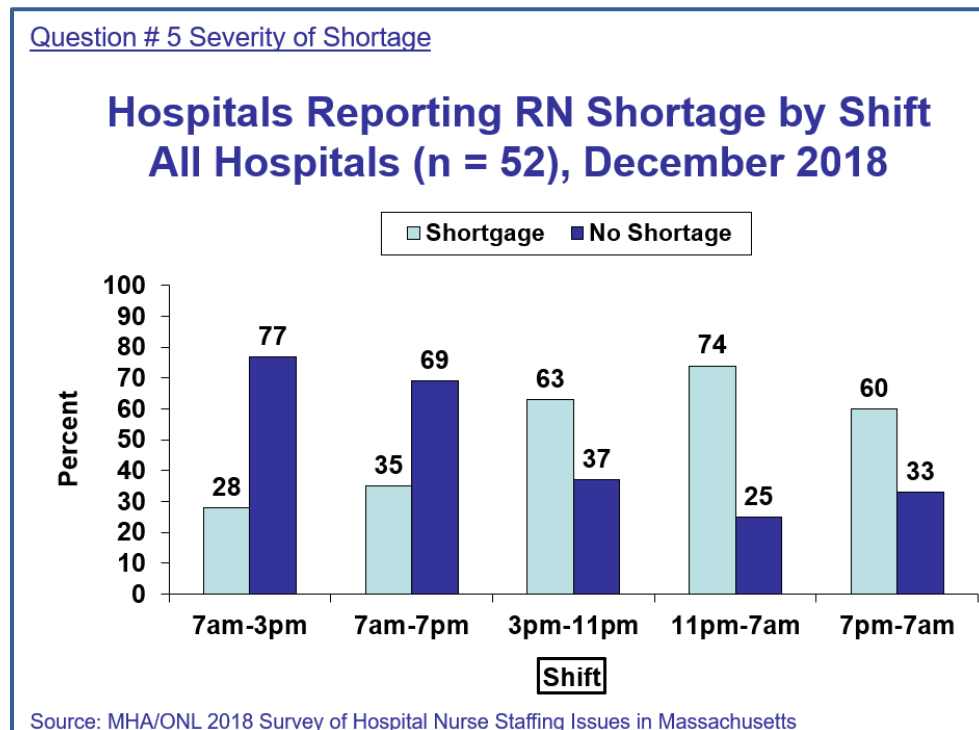
	Denominator*	Employees Leaving 12 mo.	Turnover Rate
All RNs	27,741	1209	4.4%
New Grad RNs	1504	133	8.8%

*Notes: (1) RN denominator = average # occupied positions OCT 2017-SEP 2018;
 (2) New Grad denominator = average # new grad RN employees OCT 2017-SEP 2018, and New Grad hospital response n=46

Source: MHA/ONL 2018 Survey of Hospital Nurse Staffing Issues in Massachusetts

Other Survey 2018 Nursing Survey Findings

- Hospital nursing is a 24-hour, 7-day a week service. As reported in past years, the RN vacancies typically are concentrated in evening and night shifts. In the 2018 survey, 74% of hospitals reported shortages on the 11pm-7am shift (slightly lower than 78% in 2017) and 60% reported a shortage on the 7pm-7am shift, a decrease from rate of 70% in 2017. Day shift shortages remained the same 28% for both 2017 and 2018 for the 7am-3pm shift and the 7am – 7pm shift had a slight decrease from 38% in 2017 to 35% in 2018. The 3pm – 11pm shift decreased by .3% going from 67% in 2017 to 63% in 2018.



- RN vacancy rates in 2018 were highest in Emergency Department at 8.8%, Telemetry at 8.3% and Rehabilitation at 8.1%. In the 2017 Nursing Survey Psychiatric services (7.5) and Emergency Departments (7.1) had the highest vacancy rate. The lowest rates in 2018 were Critical Care-Neonatal (NICU) at 3.4%, Post-Partum/Nursery (if combined) at 4.3% and Oncology Inpatient at 4.5%. In the 2017 survey Oncology Inpatient was also very low at 3.7%.
- Regarding length of time to fill open positions by service, hospitals reported the longest were in Operating Rooms at 63%, Critical Care – Adult (ICU, CCU, Burn) at 39% and Emergency Departments at 39%. In 2017 the same three services/unit were listed as the longest amount of time to fill open positions.
- Hospitals reported the highest percentages for filling RN positions in fewer than 30 days in the following service areas: Ambulatory Care at 22%, Post Anesthesia Care at 19% and Medical/Surgical at 19%.
- RN overtime use was reported to have increased compared to the prior year now at 54% of respondents, 32% reported it remained the same and 15% of reported a reduction in overtime. Use of agency and traveler RNs was reported to have increased from the previous year by 55% respondents, 21% reported no changes from previous years and 25% reported a decrease from previous years.