

Recruitment

The Hospital Nurse Staffing Survey (HNSS) assesses the size and effects of the nursing shortage in hospitals, Texas' largest employer of nurses. During the spring of 2012, the TCNWS administered the HNSS to 603 Texas hospitals. These included for-profit, non-profit, public, and Texas Department of State Health Services-operated hospitals, as well as hospitals linked to academic institutions; military hospitals were not surveyed. The facilities surveyed were general acute care, psychiatric, special, and rehabilitation hospitals. 373 (61.9%) hospitals responded to the survey. The hospitals that completed the 2012 HNSS were representative of all Texas hospitals by region and bed size.

This report addresses where hospitals recruited to fill open Registered Nurse (RN) positions, whether within Texas, a state outside of Texas, or internationally. If hospitals recruited outside of Texas, they were asked their reasons for doing so. Additionally, this report provides important data on the length (in days) that hospitals' RN positions remained unfilled.

Where Hospitals Recruit

Table 1. Where Hospitals Recruit RN Positions, by Region

Place of Recruitment		Region 1 Panhandle	Region 2 North Texas	Region 3 East Texas	Region 4 Gulf Coast	Region 5 Central Texas	Region 6 South Texas	Region 7 Rio Grande Valley	Region 8 West Texas	Total
Texas	n	35	100	33	61	37	40	13	35	354
	%	94.6%	93.5%	97.1%	93.8%	94.9%	100%	86.7%	97.2%	94.9%
States Outside of Texas	n	3	35	6	14	15	6	4	8	91
	%	8.1%	32.7%	17.6%	21.5%	38.5%	15.0%	26.7%	22.2%	24.4%
Internationally	n	0	2	1	2	1	4	3	1	14
	%	0%	1.9%	2.9%	3.1%	2.6%	10.0%	20.0%	2.8%	3.8%

Note: n = number of hospitals reporting recruiting in this location. % = percentage of hospitals reporting recruiting in this location.

Data in Table 1 represent the percentage of hospitals in each region recruiting RN staff within and outside of Texas.

- The vast majority of hospitals in Texas and each region recruited RNs from Texas.
- Ninety-one (24.4%) hospitals in Texas reported recruiting nurses from states other than Texas. 38.5% of hospitals in Region 5 (Central Texas) and 32.7% of hospitals in Region 2 (North Texas) reported recruiting domestically outside of Texas.
- Few hospitals reported recruiting nurses internationally, though Region 6 (South Texas) and Region 7 (Rio Grande Valley) reported the highest levels of this practice.
- Common reasons cited for recruiting outside of Texas included low supply of RNs in metropolitan areas and the need for hospitals bordering other states to recruit locally.

Table 2. Where Hospitals Recruit RN Positions, by Geographic Designation

Place of Recruitment		Geographic Designation			
		Metro Border	Metro Non- Border	Non- Metro Border	Non- Metro Non- Border
Texas	n	20	225	8	101
	%	90.1%	94.1%	100%	97.1%
States Outside of Texas	n	6	71	2	12
	%	27.3%	29.7%	25.0%	11.5%
Internationally	n	1	6	4	3
	%	4.5%	2.5%	50.0%	2.9%

Data in Table 2 present RN recruitment strategies by geographic designation.

- Non-metropolitan hospitals reported recruiting within Texas in higher proportions than metropolitan hospitals.
- Non-metropolitan, non-border counties reported the least use of out-of-state recruiting (11.5%).
- 50% of non-metropolitan, border counties reported recruiting RNs internationally.

Note: n = number of hospitals reporting recruiting in this location. % = percentage of hospitals reporting recruiting in this location.

Filling Positions

Table 3. Number of Days to Fill RN Positions by Position Type

	n	1-30 Days		31-60 Days		61-90 Days		More than 90 Days	
		#	%	#	%	#	%	#	%
Adult Medical/Surgical	303	99	32.7%	115	38.0%	54	17.8%	35	11.6%
Pediatric Medical/Surgical	117	28	23.9%	47	40.2%	24	20.5%	18	15.4%
Adult ICU/CCU	187	31	16.6%	72	38.5%	36	19.3%	48	25.7%
Pediatric ICU/CCU	37	5	13.5%	16	43.2%	13	35.1%	3	8.1%
OB/GYN/Labor and Delivery	162	23	14.2%	56	34.6%	32	19.8%	51	31.5%
Neonatal ICU	79	17	21.5%	26	32.9%	23	29.1%	13	16.5%
OR/Recovery Care	239	49	20.5%	70	29.3%	63	26.4%	57	23.8%
Emergency Department	275	75	27.3%	87	38.7%	61	22.2%	52	18.9%
Psych/Mental Health/Substance Abuse	63	16	25.4%	26	41.3%	17	27.0%	4	6.3%
Other Direct Care RNs	197	68	34.5%	69	35.0%	41	20.8%	19	9.6%

Note: n= number of hospitals responding for each position type. # = number of hospitals reporting filling positions within specified time period.

Table 3 shows the average length of time it takes responding hospitals to fill different types of RN positions.

- For all position types, hospitals most commonly filled positions in between 31 and 60 days.
- Just 13.5% of hospitals filled Pediatric ICU/CCU positions within 30 days.
- 35.1% of hospitals filled Pediatric ICU/CCU positions in between 61 and 90 days.
- 31.5% of hospitals took more than 90 days to fill OB/GYN/Labor & Delivery positions.

Figure 1. Percentage of Positions Filled within 60 Days by Position Type

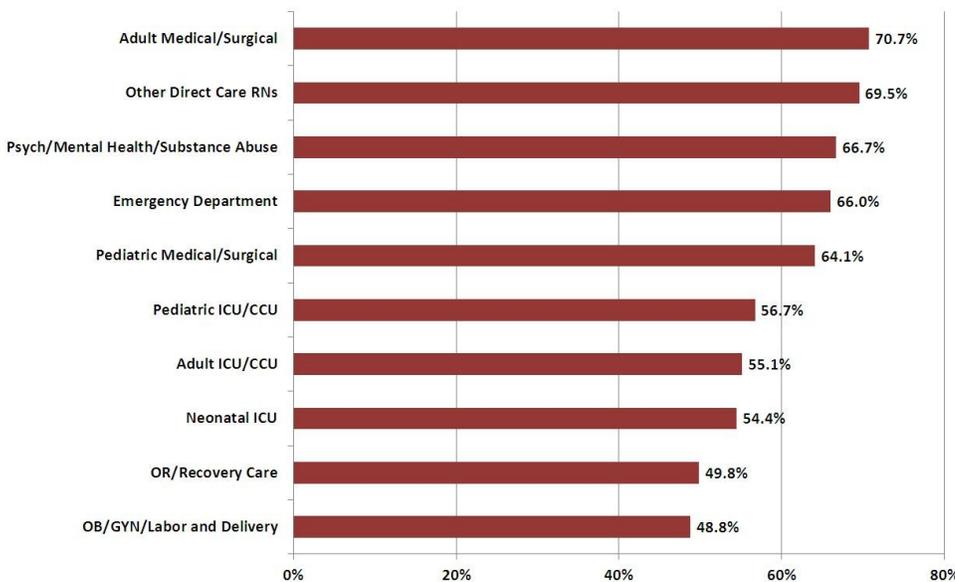


Figure 1 shows the percentage of positions filled within 60 days for each position type.

- Fewer than half of OB/GYN/Labor & Delivery (48.8%) and OR/Recovery Care positions (49.8%) were filled within 60 days.
- Two-thirds or more of Adult Medical/Surgical (70.7%), Psych/Mental Health/Substance Abuse (66.7%), and Other Direct Care RN positions (69.5%) were filled within 60 days.