

State Hospitals

Introduction

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.

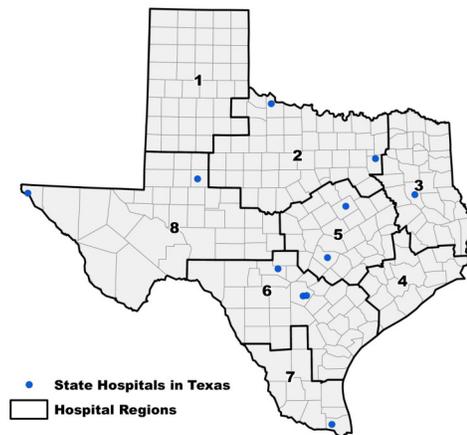
This report summarizes the various measures reported in the HNSS reports as they pertain to state hospitals in Texas. The salient findings presented here highlight points of concern and differences between state hospital nurse staffing measures and those of non-state hospitals.

State Hospital Characteristics

State hospitals are inpatient mental health facilities (with the exception of the Texas Center for Infectious Disease) operated using public funds from the State of Texas and controlled by an agency of state government. There are 11 state hospitals which are located in 6 of the 8 HNSS regions (see Figure 1).

- Four out of 11 (36.4%) state hospital facilities responded to the 2012 HNSS.
- Two of the responding state hospitals were located in metropolitan non-border counties. One hospital was in a metropolitan border county and one was in a non-metropolitan non-border county.
- Among responding state hospitals, there were a total of 1,010 beds.
- In all four of these hospitals, all beds were staffed.

Figure 1. State Hospitals in Texas



Source: GIS, Texas Center for Health Statistics, 2013

Staffing

- All four responding state hospitals reported recruiting employees only in Texas.
- Each of the state hospitals reported recruiting only psychological/mental health/substance abuse Registered Nurse (RN) positions.
- Three of the four hospitals reported the average length of position vacancy to be 60 or fewer days while one hospital reported the average length of vacancies to be between 61 and 90 days.
- Two hospitals reported a decrease in the number of budgeted direct patient care RN FTEs on staff and two hospitals reported no change.

Vacancy Rates

Table 1 shows the two methods of calculating vacancy rates and compares these rates in state hospitals against non-state hospitals.

- The state hospital median facility vacancy rate was higher than the median facility vacancy rate for non-state hospitals for Advanced Practice Registered Nurses (APRNs), Licensed Vocational Nurses (LVNs), and Nurse Aides (NAs).
- The median facility vacancy rate for Registered Nurses (RNs) was lower in state hospitals than for non-state hospitals.
- The position vacancy rate was lower in state hospitals than non-state hospitals for RN and NA positions.

Vacancy Rates (continued)

Table 1. Vacancy Rates in State Hospitals versus Non-State Hospitals

	n		Median Facility Vacancy Rate		Position Vacancy Rate	
	State Hospitals	Non-State Hospitals	State Hospitals	Non-State Hospitals	State Hospitals	Non-State Hospitals
RNs	4	347	3.9%	5.7%	4.0%	8.1%
APRNs	4	140	39.5%	0%	28.6%	9.7%
LVNs	4	312	12.4%	0%	9.8%	5.1%
NAs	4	325	4.6%	3.3%	4.8%	7.8%

Notes: n = # of hospitals that responded to the question.

APRN data includes combined data for Nurse Practitioners, Clinical Nurse Specialists, Certified Registered Nurse Anesthetists, and Certified Nurse Midwives.

For more information on vacancy rates and how they are calculated please see the 2012 HNSS Vacancy and Turnover Report or the 2012 HNSS Design and Methods Report.

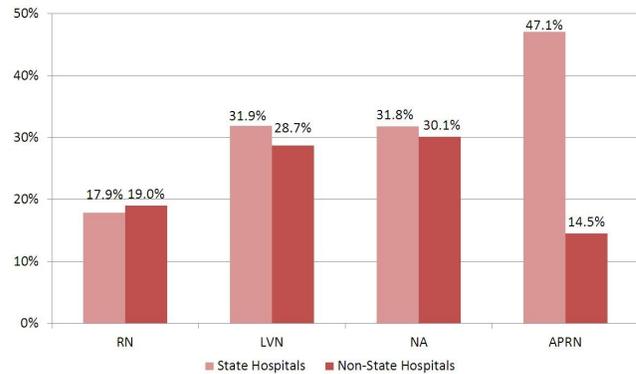
Turnover Rates

Figure 2 shows turnover rates by nurse type in state and non-state hospitals.

- All 4 reporting state hospitals provided turnover data for RNs, LVNs, NAs, and APRNs.
- With the exception of APRNs, turnover rates in state hospitals were comparable to rates seen in other facilities.

For more information on turnover rates and how they are calculated please see the 2012 HNSS Vacancy and Turnover Report or the 2012 HNSS Design and Methods Report.

Figure 2. Turnover Rates in State Hospitals



Methods of Interim Staffing

As stated in the 2012 Methods of Interim Staffing report, hospitals are required to adopt and enforce a written nurse staffing policy to ensure that there are sufficient nurses available to meet the level of patient care needed. The state hospitals who responded to the 2012 HNSS reported the use of only three methods of interim staffing: voluntary overtime, in-house staffing pool/per diem, and the use of managerial staff to fill temporary staffing needs.

Table 2. Hours and Costs of Interim Staffing in State Hospitals

	State Hospital Hours	State Hospital Cost*	State Hospital Cost/Hr	Non-State Hospital Cost/Hr
Voluntary Overtime (n=4)	30,480	\$532,145	\$17.46	\$34.73
In-house staffing pool (n=1)	806	\$21,359	\$26.50	\$35.28
Use of managerial staff (n=2)	-	-	-	\$36.71
Total	31,286	\$553,504	\$17.69	\$34.96

Table 2 includes the hours and costs* associated with the use of interim staffing methods.

- Reporting state hospitals most often utilized voluntary overtime as their chosen method of interim staffing.
- State hospitals spent less on voluntary overtime per hour than on using an in-house staffing pool.
- State hospitals also incurred far lower costs per hour on interim staffing than non-state hospitals.

Note: n= number of state hospitals reporting type of interim staffing method used

* - The analysis on cost of interim staffing is to demonstrate the cost differential between staffing methods, and is not intended for use in estimating nurse wages.

For more information on methods of interim staffing please see the 2012 HNSS Methods of Interim Staffing Report or the 2012 HNSS Design and Methods Report.