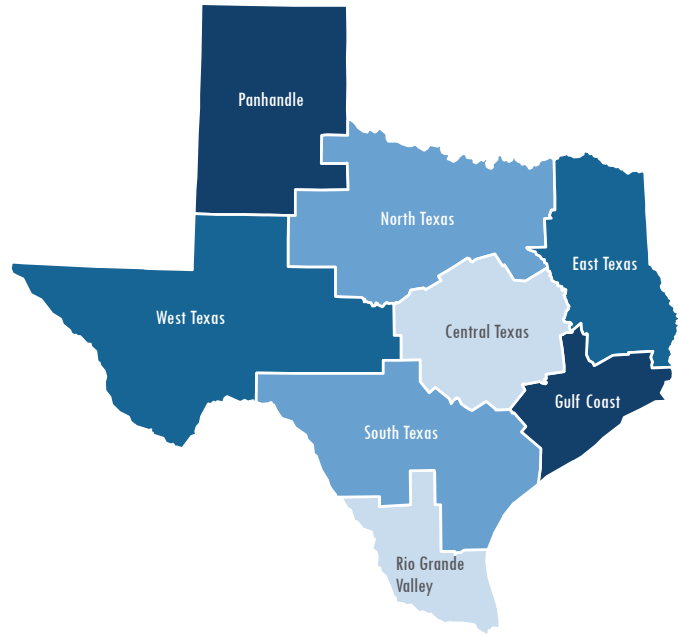




The Hospital Nurse Staffing Survey (HNSS) assesses the size and effects of the nursing shortage in hospitals, Texas' largest employer of nurses. During the spring of 2014, the TCNWS administered the HNSS to 619 Texas hospitals. These included for-profit, non-profit, public, and Texas Department of State 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. 428 (69.1%) hospitals responded to the survey. The hospitals that completed the 2014 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

Data in Table 1 represent the number and percentage of hospitals in each Texas region recruiting RN staff within Texas, in states outside of Texas, or internationally.

- The vast majority of hospitals in Texas and each region recruited RNs from Texas.

- One hundred sixteen (27.1%) hospitals in Texas reported recruiting nurses from states other than Texas. 31.4% of hospitals in East Texas and 33.3% of hospitals in West Texas reported recruiting in the U.S. outside of Texas.

Table 1. Where hospitals recruit RN positions, by region

Place of Recruitment		Panhandle	North Texas	East Texas	Gulf Coast	Central Texas	South Texas	Rio Grande Valley	West Texas	Texas
Texas	n	37	125	35	76	46	41	23	38	421
	%	100%	97.7%	100%	97.4%	97.9%	100%	100%	97.4%	98.4%
States Outside of Texas	n	9	38	11	21	8	11	5	13	116
	%	24.3%	29.7%	31.4%	26.9%	17.0%	26.8%	21.7%	33.3%	27.1%
Internationally	n	1	21	2	11	2	4	2	3	46
	%	2.7%	16.4%	5.7%	14.1%	4.3%	9.8%	8.7%	7.7%	10.7%

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



- Few hospitals reported recruiting nurses internationally, though North Texas and the Gulf Coast reported the highest levels of this practice.
- 6.3% of hospitals listed “other” places of recruitment including corporate and job search websites.
- Common reasons cited for recruiting outside of Texas included increasing the applicant pool and the need for hospitals bordering other states to recruit locally.

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

- Hospitals in all geographic designations recruited RNs predominately from Texas.
- Non-metropolitan, non-border counties reported the least use of out-of-state recruiting (14.8%).
- Two of the ten hospitals in non-metropolitan, border counties reported recruiting RNs internationally.

Table 2. Where hospitals recruit RN positions, by geographic designation

Place of Recruitment		Metro	Metro	Non-Metro	Non-Metro
		Border	Non- Border	Border	Non- Border
Texas	n	28	277	10	106
	%	100%	98.2%	100%	98.1%
States Outside of Texas	n	9	88	3	16
	%	32.1%	31.2%	30.0%	14.8%
Internationally	n	0	39	2	5
	%	0%	13.8%	20.0%	4.6%

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

Table 3 shows the number and percent of hospitals that use various strategies to recruit and retain employees.

- The most frequently selected retention strategies were shift differentials, health insurance, and paid vacation days. Each of these strategies was used by a majority of respondents.
- Less than 1% of respondents reported not using any strategy to recruit or retain employees.

- Strategies varied across regions. Hospitals in the Gulf Coast were less likely to use health insurance (78.2%) or retirement plans (65.4%), while hospitals in Central Texas were less likely to use employee recognition programs (68.1%).
- Fifty-two of the 63 respondents who indicated they used some “other” strategy provided a written response. 36.5% of the 52 respondents listed a type of bonus not listed in the survey choices, while 17.3% cited other financial assistance in receiving certifications or further education.

Table 3. Recruitment/retention strategies used by hospitals

Strategy	# of Hospitals	% of Hospitals
Shift differential	396	92.5%
Health insurance	389	90.9%
Paid vacation days	388	90.7%
Retirement plan	340	79.4%
Employee recognition programs	336	78.5%
Tuition (reimbursement or direct payment for employees/new hires)	303	70.8%
Reimbursement for workshops/conferences	261	61.0%
Flexible scheduling or job sharing	238	55.6%
Bonus for recruiting nursing staff to the organization	178	41.6%
Payback for unused sick/vacation time	172	40.2%
Career ladder positions for RNs/LVNs/APRNs	163	38.1%
Merit bonus	163	38.1%
Sign-on bonus	141	32.9%
Other strategies	63	14.7%
Career ladder positions for HHAs/NAs/CNAs	38	8.9%
Sabbatical	10	2.3%
No strategies	3	0.7%



Filling Positions

Figure 1 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 11.8% of hospitals filled Adult ICU/CCU positions within 30 days.
- 41.5% of hospitals filled Adult ICU/CCU positions in between 61 and 90 days.
- 26.9% of hospitals took more than 90 days to fill OR/Recovery Care positions.
- Fewer than half of OR/Recovery Care positions (47.7%) were filled within 60 days.

- More than two-thirds of Adult Medical/Surgical (70.7%) and Other Direct Care RN positions (70.4%) were filled within 60 days.
- By region, Central Texas had the highest percentage of positions filled within 60 days (71.6%), while the Gulf Coast had the lowest (54.2%).
- By geographic designation, metropolitan, non-border counties had the highest percentage of positions filled within 60 days (60.9%), while non-metropolitan, border counties had the lowest (42.9%).

Figure 1. Number of days to fill RN positions by position type

