

2013 IONL Registered Nurse Practice Survey/Workforce Issues

Thank you for completing the IONL Practice Survey. In your responses about the nursing workforce, please include all nurses working within the hospital, including direct care nurses, management and those working in other departments such as UR and Quality. Do not include nurses working in hospital owned clinics, long term care or other settings.

1. Name of Institution:

2. What IHA district is your organization in?

A B C D E F G

3. Based on the data from the 2013 calendar year, what is the annual turnover for Registered Nurses in your hospital? Use the following formula to obtain this number. Number of individuals that have resigned from a position during the fiscal year divided by number of individuals employed in a position at the beginning of the fiscal year, multiplied by 100. For example; if you have 100 RNs at the beginning of the fiscal year and 15 of them resign during the fiscal year, your turnover rate would be: $15/100 \times 100 = 15$ (Resignations include voluntary, involuntary and temporary terminations of employment. This does not include internal transfers.) (Please round to nearest whole number.)

Registered Nurses

4. What is your overall percent of vacancy for the following positions (effective 1/1/2014)? Use the following formula to obtain the number. Total posted budgeted positions (actual number of positions, not FTE's) divided by your total budgeted positions (actual number, not FTE's) multiplied by 100. For example, if you have 7 RN positions posted on 1/1/2014 and your budget calls for 200 RN positions, your vacancy rate would be: $7/200 \times 100 = 3.5$. (Please round to the nearest whole number and do not place a "%" in your response. i.e. $3.5\% = 4$)

Registered Nurses

LPNs

CNA & Nurse Extenders

5. From 1/1/13 to 12/31/13, how many vacant budgeted RN FTEs did you post?

Number

6. How many of these vacant RN FTEs were posted for greater than 60 days?

Number

7. From 1/1/13 to 12/31/13, how many RN FTEs were filled by nursing agency/contract staff?

Number

8. From 1/1/13 to 12/31/13, how many vacant budgeted LPN FTEs did you post?

Number

9. How many of these vacant LPN FTEs were posted for greater than 60 days?

Number

10. From 1/1/13 to 12/31/13, how many vacant budgeted CNA/Nurse Extender FTEs did you post?

Number

11. How many of these vacant CNA/Nurse Extender FTEs were posted for greater than 60 days?

Number

12. What is the staffed bed size of your facility?

- 0-25 Beds 26-100 Beds 101-249 Beds 250+ Beds

According to your budgeted staffing plan, what is the average number of patients a nurse (RNs and LPNs) cares for on the following shifts: (If you do not have these units, answer N/A)

13. Day Shift

One nurse to ? patients

Psych	<input type="text"/>
Med/Surg Unit	<input type="text"/>
Step-down unit (tele)	<input type="text"/>
Combined Unit (M/S + tele)	<input type="text"/>
OB-Postpartum (1 = couplet, mother & infant)	<input type="text"/>
Critical Care	<input type="text"/>
Pediatrics	<input type="text"/>

14. Evening Shift (Do not answer if you have 100% 12 hour shifts)

One nurse to ? patients

Psych	<input type="text"/>
Med/Surg Unit	<input type="text"/>
Step-down unit (tele)	<input type="text"/>
Combined Unit (M/S + tele)	<input type="text"/>
OB-Postpartum (1 = couplet, mother & infant)	<input type="text"/>
Critical Care	<input type="text"/>
Pediatrics	<input type="text"/>

15. Night Shift

One nurse to ? patients

Psych

Med/Surg Unit

Step-down unit (tele)

Combined Unit (M/S + tele)

OB-Postpartum (1 = couplet, mother & infant)

Critical Care

Pediatrics

16. What is the distribution of your RN workforce by the highest level of education preparation? Answer in percentage. (The total should equal 100) (Please round to the nearest whole number and do not add a "%" to your response.)

ADN Grad

Diploma Grad

Bachelors in Nursing

Bachelors other than Nursing

MA/MS in Nursing

MA/MS other than Nursing

Doctorate in Nursing

Doctorate other than nursing

17. As of 1/1/14 what percentage of your nurses are currently enrolled in a: (Please round to the nearest whole number and do not add a "%" to your response.)

BSN Program

MA/MS Nursing Program

Doctorate Nursing Program

18. What incentives do you offer staff to obtain a BSN?

Tuition Assistance

Forgivable Loans

Onsite Classes

Flexible Scheduling

Other

If Other (please specify)

19. What is the average age of Registered Nurses in your organization?

20. What percent of Registered Nurses are: (Please round to the nearest whole number and do not place a "%" in your response.)

20-30	<input type="text"/>
31-40	<input type="text"/>
41-50	<input type="text"/>
51-60	<input type="text"/>
60+	<input type="text"/>

21. What is the skill mix currently budgeted for in medical/surgical areas for the following positions? (The total should equal 100.) (Please round to the nearest whole number and do not place a "%" in your response.)

% Registered Nurses	<input type="text"/>
% LPNs	<input type="text"/>
% CNA	<input type="text"/>

22. What is the average length of LPN employment within your facility? (Please round to the nearest whole number.)

Years

23. What is the average length of RN employment within your facility? (Please round to the nearest whole number.)

Years

24. What pay differentials do you offer?

- | | |
|--|---|
| <input type="checkbox"/> Charge | <input type="checkbox"/> Preceptor/Mentor |
| <input type="checkbox"/> Weekend | <input type="checkbox"/> Specialty Certification |
| <input type="checkbox"/> Holiday | <input type="checkbox"/> BSN Prepared |
| <input type="checkbox"/> Off-shift | <input type="checkbox"/> Extra Weekend |
| <input type="checkbox"/> Extra Shift | <input type="checkbox"/> Career Ladder/Clinical Advancement |
| <input type="checkbox"/> Critical Staffing | <input type="checkbox"/> Weekend Package |
| <input type="checkbox"/> On-call | <input type="checkbox"/> Other |

If other please specify

25. What percentage of nurses in your facility currently hold a professional national certification, this does not include BCLS, ACLS, etc.? (Please round to the nearest whole number and do not add a "%" to your response.)

Number

26. Does your hospital currently have a formal nurse residency program (After completion of new hire orientation)?

Yes

No

27. Does your hospital require a BSN Degree upon hire?

Yes

No

28. Does your hospital require a BSN within a specified time frame for newly employed nurses?

Yes

No

If you answered Yes, how many years do you allow for BSN completion?

29. Do you have a preferential hiring policy for BSN graduates?

Yes

No

30. Do you have a preferential policy for BSN clinical rotations?

Yes

No

31. Are there any questions you would like added to the IONL Survey?

32. Are there any questions you would like deleted from the IONL Survey?

33. Do you have any additional comments or suggestions regarding the IONL Survey?

34. Would you be willing to share this information with other IONL members?

Contact Organization

Name

Title

E-mail

Phone Number