

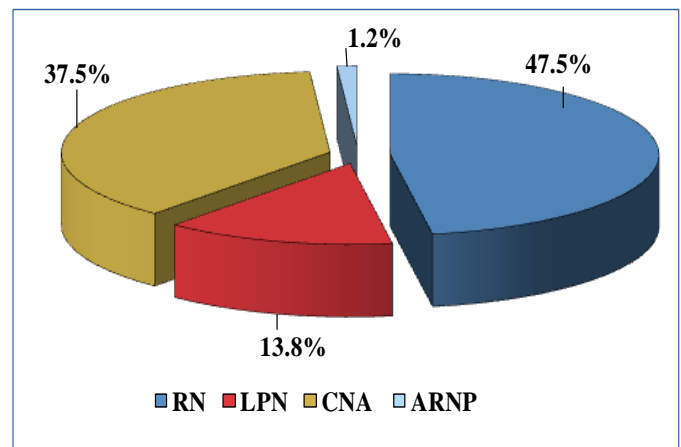
Data in this report are from the Florida Center for Nursing 2009 Nurse Employer Survey, conducted from August through October 2009. All 36 psychiatric hospitals within the state of Florida were mailed this survey, and 13 (36.1%) responded. For complete results and analysis, see the report [Workforce Demand in Nursing-Intensive Healthcare Settings: 2009 Vacancies and 2011 Growth Projections](#). Superscripts (¹, ², etc) reference endnotes with detailed information on the last page of this report.

Table 1. Employee Status as of June 30, 2009

Nurse Type	% permanent full-time	% permanent part-time	% per diem/agency
RNs	70.3	7.0	22.7
ARNPs	80.0	0.0	20.0
LPNs	59.0	7.8	33.1
CNAs	71.3	8.4	20.3

Most psychiatric hospital nurses work full-time, and 20% to 33% of the nursing staff are temporary employees. The nursing staff mix of psychiatric hospitals is approximately 49% RNs and ARNPs, 38% CNAs, and 14% LPNs.

Figure 1. Nursing Staff Mix



We estimated there were approximately 205 vacant nursing positions in psychiatric hospitals, an average of 2.3 RN vacancies per facility. Estimated vacancies for all facilities were calculated from responding facilities. 54.6% of responding psychiatric hospitals reported their actual need for RNs was greater than the number of budgeted positions.

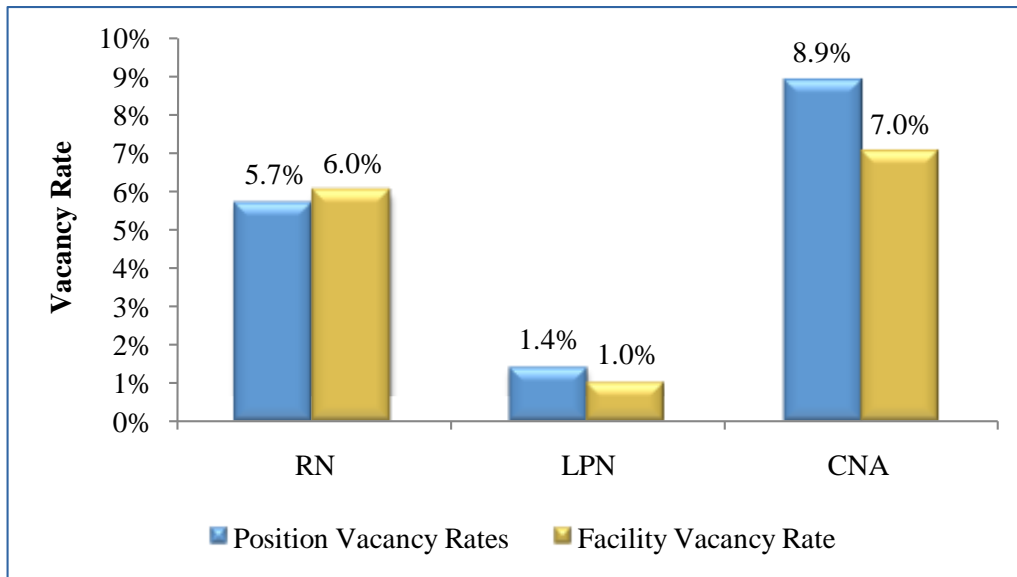
Table 2. Estimated Vacancies and Need for Additional Budgeted Positions as of June 30, 2009¹

Nurse Type	# estimated vacancies	% needing additional positions
RNs	82	54.6
LPNs	6	9.1
CNAs	117	10.0

Recession Effects: Psychiatric hospitals reported more applicants for nursing positions and decreased turnover.

Nurse Supply: Psychiatric hospitals report that more training is necessary when less experienced nursing staff are hired.

Figure 2. Full-Time Equivalent Vacancy Rates as of June 30, 2009²



The **position vacancy rate** is the proportion of Full-time Equivalent (FTE) positions that are vacant across all responding psychiatric hospitals. The **facility vacancy rate** is calculated for each facility, and each facility has equal influence on the average regardless of staff size. The position vacancy rate for RNs is 5.7%, whereas the average facility vacancy rate is 6.0%. Workforce planners commonly use position vacancy rates, and facilities administrators use the facility vacancy rate to benchmark against the average facility.

Table 3. Full-Time Equivalent Facility Vacancy Rates as of June 30, 2009²

Type	Average Facility Rate (Mean)	25 th Percentile	50 th Percentile (Median)	75 th Percentile
RNs – Direct	6.0%	0	5.5	10.2
RNs – Indirect	0.0%	0	0	0
ARNPs	0.0%	0	0	0
LPNs	1.0%	0	0	0
CNAs	7.0%	0	4.1	12.7

Overtime and Outside Staffing: Responding psychiatric hospitals reported spending an average of 10.7 percent of their nursing budgets on overtime pay for nursing personnel. They also reported spending an average of 6.2 percent on temporary staffing.

Table 4. Separations (Turnovers) between July 1, 2008 and June 30, 2009³

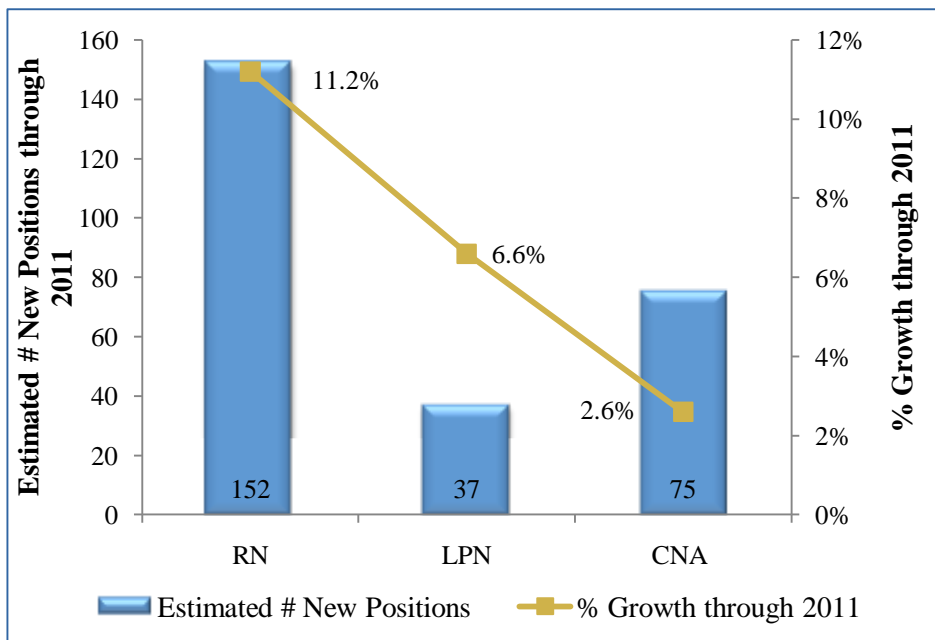
Type	# separations	average # separations
RNs – Direct Care	91	9.1
RNs – Indirect Care	6	0.8
ARNPs	0	0.0
LPNs	36	4.0
CNAs	73	7.3

There were an average of 9.1 RN separations and 7.3 CNA separations per psychiatric hospital facility between July 2008 and June 2009. The average facility-level turnover rate for direct-care RNs, indirect-care RNs, and CNAs was about 30%, and for LPNs was 39.4%.

Table 5. Facility-Level Turnover Rates (July 1, 2008 through June 30, 2009)⁴

Type	Average Rate (Mean)	25 th Percentile	50 th Percentile (Median)	75 th Percentile
RNs – Direct Care	29.6%	9.9	15.0	31.3
RNs – Indirect Care	30.1%	0.0	2.8	75.0
ARNPs	0.0%	0.0	0.0	0.0
LPNs	39.4%	7.1	22.5	70.0
CNAs	30.4%	11.4	20.0	55.6

Figure 3. Estimated Growth in Total # Employees, through 2011⁵



We estimated that psychiatric hospitals will create approximately 264 new nursing positions through 2011, about half of which will be RNs.

Table 6. Recruitment Difficulty and Future Need for Experienced RNs⁶

Nurse Type	N	% Reporting Recruitment Difficulty	Average Weeks to Fill	% Needing More Over Next Two Years
CNS	0	N/A	N/A	25.0
Nurse Practitioner	2	50.0	9	0.0
Quality and Infection Control	1	0.0	N/A	0.0
Nurse Administrators	2	100.0	12	0.0
Case Managers	4	25.0	4	16.7
In-service Educators	3	33.3	4	16.7
LPNs	9	11.1	4	20.0
Psychiatric Nurse Practitioners	0	N/A	N/A	0.0
Psychiatric/Behavioral RN	11	63.6	6	40.0
Rehabilitation RNs	1	0.0	2	0.0
Unit-level Managers	2	0.0	6	28.6

Psychiatric hospitals reported difficulty recruiting psychiatric/behavioral RNs. Nurses with experience will be needed over the next two years, especially CNS, Case and Unit Managers, Educators, Psychiatric/Behavioral RNs, and LPNs.

Psychiatric Hospital Notes

1. Details on calculations for estimated vacancies can be found in the report *2009 Nurse Employer Survey Technical Documentation*, http://www.flcenterfornursing.org/files/NES_Demand_Technical.pdf. Average number of vacancies was calculated using data from survey respondents only.

% Needing Additional Positions - Respondents were asked to evaluate how the number of budgeted positions compared with their actual need for positions. This statistic reports the proportion saying their need was *greater* than the number of budgeted positions.

2. Facility vacancy rates include cases providing complete data for both filled and vacant positions (N). Hospitals not employing a personnel type are excluded from calculations. Rates are computed based on Full-Time Equivalencies (FTEs). Full-time positions are counted as 1.0 FTE, while part-time positions are counted as 0.5 FTE. Facility-level vacancy rates are computed with the following formula: $(\text{vacant FTEs} / (\text{filled FTEs} + \text{vacant FTEs})) * 100$. When the average of facility-level rates is computed, each facility has equal influence on the average regardless of facility sizes or staff sizes.

Position vacancy rates are computed based on cases providing complete data for both filled and vacant positions (N). Rates are computed based on Full-Time Equivalencies (FTEs). Full-time positions are counted as 1.0 FTE, while part-time positions are counted as 0.5 FTE. Position vacancy rates are computed with the following formula: $(\sum \text{vacant FTEs} / (\sum \text{filled FTEs} + \sum \text{vacant FTEs})) * 100$, following the preferred definition of Reiner et al. (Reinier, K. et al. (2005). "Measuring the Nursing Workforce: Clarifying the Definitions." *Medical Care Research and Review* 62(6): 741-755.). Position vacancy rates represent the proportion of all FTEs that are vacant.

3. Separations include all permanent/regularly scheduled employees, but not temporary, agency, or per diem employees. Separations do not include persons hired but never reporting for work or persons moving from one position to another within the facility.
4. Facility-level turnover rates were computed by dividing the total number of separations by the total number of employees as of June 30, 2009. Facilities not employing a personnel type were excluded.
5. Respondents were asked to project the total number of new positions they intend to create through 2011. This table provides information about the expected growth in *new positions* over the course of two years. Details on calculations for estimated growth can be found in the report *2009 Nurse Employer Survey Technical Documentation*, http://www.flcenterfornursing.org/files/NES_Demand_Technical.pdf. Percentage growth is the two-year percentage increase expected by survey respondents.
6. Reports of recruitment difficulty are based on respondents selecting "4" or "5" on a five-point scale of difficulty. Recruitment difficulty and weeks to fill are based on the facility's experience in hiring over the *past year*. Facilities not employing or not hiring a specific nurse type did not provide data, resulting in small sample sizes for some items. N in this table represents the number of facilities who provided data on recruitment difficulty. A larger number of facilities may have provided data regarding future need, while some facilities may have been unable to provide data on weeks to fill.