

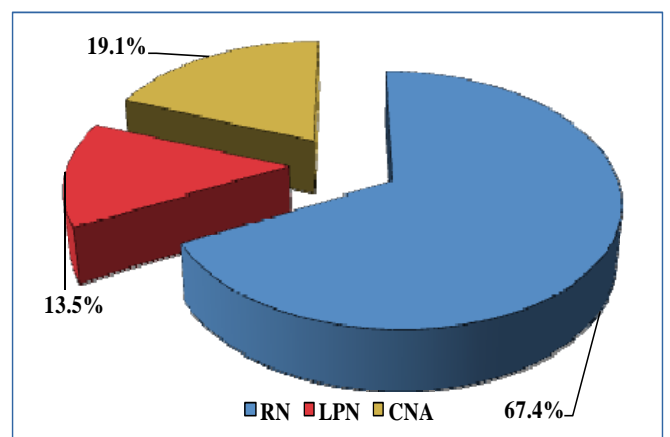
Data in this report are from the Florida Center for Nursing 2009 Nurse Employer Survey, conducted from August through October 2009. All 67 public health departments within the state of Florida were mailed this survey, and 42 (62.7%) responded. For complete results and analysis, see the report [Workforce Demand in Nursing-Intensive Healthcare Settings: 2009 Vacancies and 2011 Growth Projections](#). Superscripts (<sup>1</sup>, <sup>2</sup>, 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	84.2	7.9	7.9
LPNs	69.1	21.9	9.0
CNAs	80.0	7.6	12.3

*Most public health department nurses work full-time, although 22% of LPNs work part-time. The nursing staff mix is approximately 67% RNs, 13.5% LPNs, and 19% CNAs.*

**Figure 1. Nursing Staff Mix**



*We estimated there were approximately 49 RN vacancies in public health departments, an average of 0.8 RN vacancies per facility. Estimated vacancies for all facilities were calculated from responding facilities. Seventy percent of public health departments reported their actual need for RNs was greater than the number of budgeted positions.*

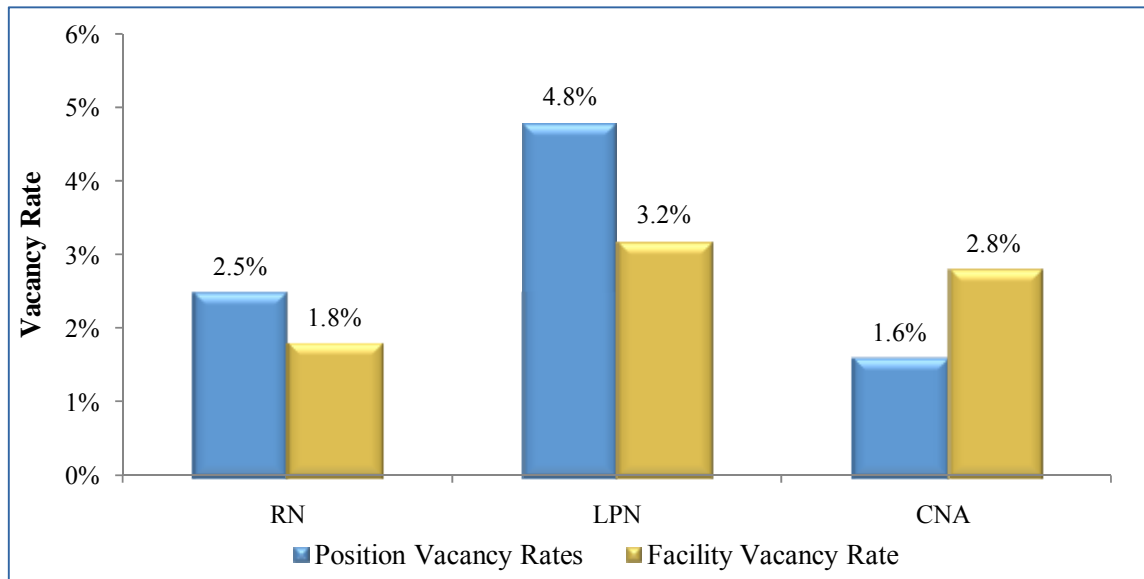
**Table 2. Estimated Vacancies and Need for Additional Budgeted Positions as of June 30, 2009<sup>1</sup>**

Nurse Type	# estimated vacancies	% needing additional positions
RNs	49	70.0
LPNs	28	34.2
CNAs	10	29.4

**Recession Effects:**

- Public health departments report that they are unable to offer competitive salaries, which makes recruitment of nurses difficult.
- Several public health departments report that they can only hire OPS (Other Personal Services) positions.
- “Due to budget restraints, salaries remain at a minimum. Therefore we are not competitive with the private sector.”
- “It is difficult to hire RNs at current Department of Health salaries.”

**Figure 2. Full-Time Equivalent Vacancy Rates as of June 30, 2009<sup>2</sup>**



*The **position vacancy rate** is the proportion of Full-time Equivalent (FTE) positions that are vacant across all responding public health departments. 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 2.5%, whereas the average facility vacancy rate is 1.8%. Workforce planners commonly use position vacancy rates, and facility administrators use the facility vacancy rate to benchmark against the average facility.*

**Table 3. Full-Time Equivalent Facility Vacancy Rates as of June 30, 2009<sup>2</sup>**

Type	Average Facility Rate (Mean)	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile (Median)	75 <sup>th</sup> Percentile
RNs	1.8%	0	0	3.1
LPNs	3.2%	0	0	0
CNAs	2.8%	0	0	0

**Recession Effects:** Public health departments report their nurse workload has increased and morale has decreased, but they have not been able to hire replacement personnel because there is no budget to hire, or because the salaries are not competitive.

**Table 4. Separations (Turnovers) between July 1, 2008 and June 30, 2009<sup>3</sup>**

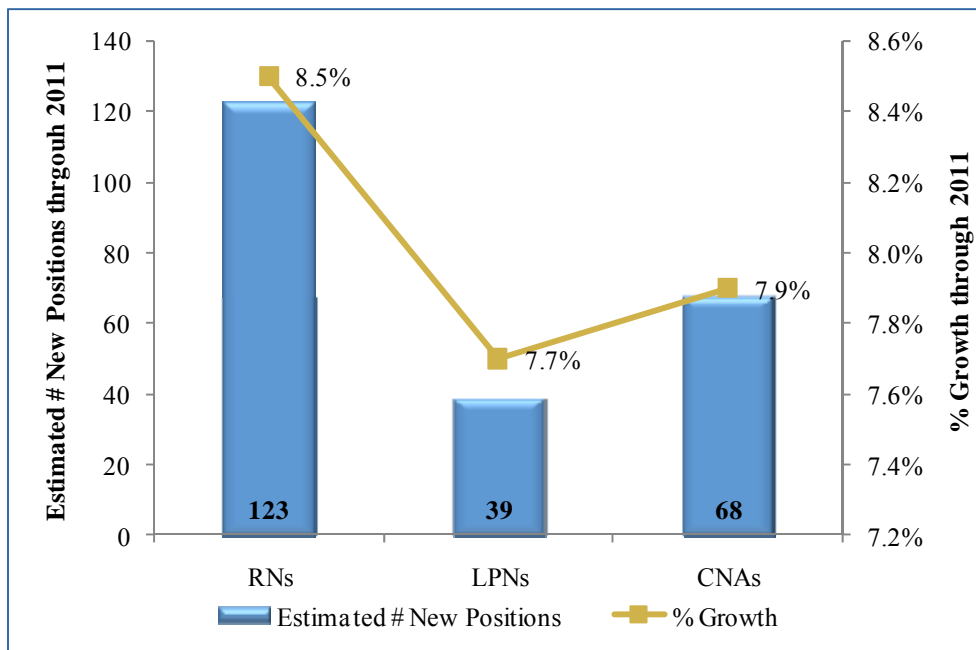
Type	# separations	average # separations
RNs	152	3.9
LPNs	21	0.6
CNAs	34	1.0

*Public health departments responding to our survey reported almost 200 separations between July 2008 and June 2009, and averaged 3.9 RN separations per facility. The average facility-level turnover rate ranged from 10% for RNs to 7.3% for CNAs.*

**Table 5. Facility-Level Turnover Rates (July 1, 2008 through June 30, 2009)<sup>4</sup>**

Type	Average Rate (Mean)	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile (Median)	75 <sup>th</sup> Percentile
RNs	10.0	0.0	8.7	15.0
LPNs	8.3	0.0	0.0	12.5
CNAs	7.3	0.0	3.1	13.5

**Figure 3. Estimated Growth in Total # Employees, through 2011<sup>5</sup>**



*We estimated that public health departments will create 230 new nursing positions through 2011, about half of which will be RN positions.*

**Overtime and Outside Staffing:** Twenty-nine of the responding public health departments reported spending 0% on overtime, the remainder spent between 1% and 10% for an average of 0.6%. Only 4 public health departments reported spending on outside staffing, and they spent between 1% and 5% of their budgets.

**Table 6. Recruitment Difficulty and Future Need for Experienced RNs<sup>6</sup>**

Nurse Type	N	% Reporting Recruitment Difficulty	Average Weeks to Fill	% Needing More Over Next Two Years
CNAs	9	11.1	5.0	25.9
School Nurses	18	50.0	5.3	33.3
Occupational Health	0	N/A	3.0	0.0
Clinic Staff RNs	27	59.3	7.0	55.3
Quality Control Nurses	2	50.0	15.0	10.5
Infection Control Nurses	3	66.7	15.0	19.1
In-service Educators	0	N/A	N/A	15.0
Nurse Supervisors	14	64.3	7.4	14.3
Nurse Administrators	5	80.0	4.7	13.0
Epidemiology Nurses	9	88.9	4.5	28.6
Care Coordinator/Case Mgt.	12	41.7	6.1	40.0
Community Outreach Nurses	8	75.0	5.3	36.0
NPs and Midwives	14	71.4	13.9	46.4

*Public health departments responding to our survey report difficulty recruiting almost all types of nurses. 40%-50% of responding public health departments report they will need more clinic staff RNs, case coordinators/managers, and NPs and Midwives over the next two years.*

**Nursing Shortage:** Although about one quarter of public health departments reported no adverse effects from the nursing shortage, others reported multiple problems. Public health departments report they have to offer fewer services to clients, have to decrease the number of clients served, are unable to see patients in a timely manner, and are unable to cover for sick leave.

## Public Health Department 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](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](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.