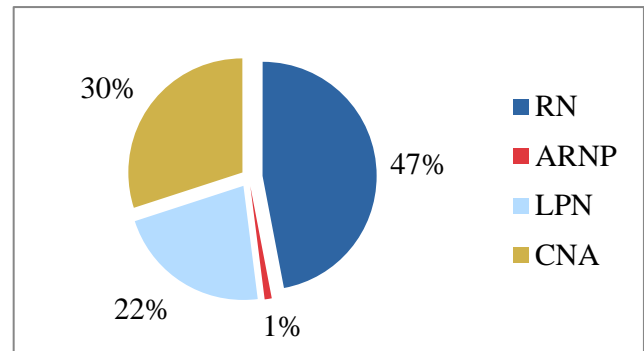


This document provides key results for Hospices in Florida. Data are from the Florida Center for Nursing's 2011 Nurse Employer Survey, conducted from July through September 2011. 28 of 43 hospices (65.1%) responded, and they represent 74.5% of the hospice patients served in Florida. Follow this link to access the full report: [Demand for Nurses in Florida: The 2011 Survey of Florida's Nurse Employers.](#)

Employee Status as of June 30, 2011

	% Full-Time	% Part-Time	% Per Diem/Agency
RN	69%	12%	19%
ARNP	73%	4%	23%
LPN	60%	13%	26%
CNA	70%	8%	22%

Nursing Staff Mix by Category



Total Separations Reported by Hospice Responders (7/1/2010 – 6/30/2011)

Nurse Type	Separations Reported
RNs	911
ARNP	10
LPNs	349
CNAs	412

69% of Hospice RNs are full-time employees, and 19% are per diem or agency employees. 47% of the nursing staff at hospices are RNs, 30% are CNAs.

Hospices responding to the survey reported 911 RN separations and 412 CNA separations.

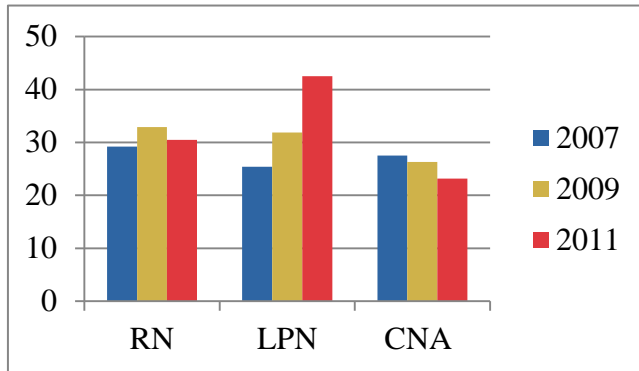
The average facility level turnover rate was 30.5% for RNs and 42.5% for LPNs.

Facility Level Turnover Rates as Reported by Hospice Responders (7/1/2010 – 6/30/2011)

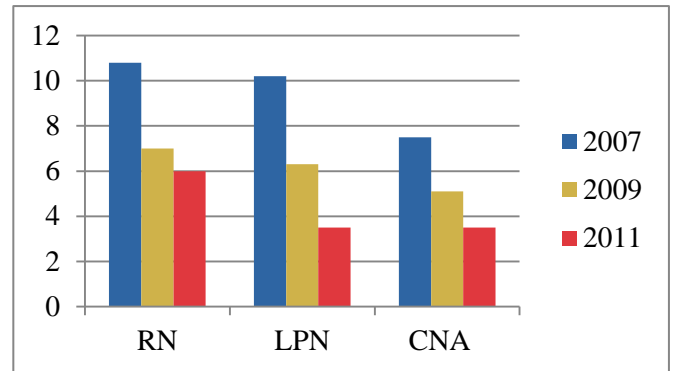
Type	Average Turnover Rate	50 th Percentile (Median) Turnover Rate
RNs	30.5%	26.1%
ARNP	15.8%	0.0%
LPNs	42.5%	28.6%
CNAs	23.2%	20.0%

Note: A zero percent median indicates that at least half of facilities had a zero percent turnover rate. The much higher average rates indicate the presence of outliers that skew the average higher.

Trend in Average Turnover Rates, 2007 to 2011

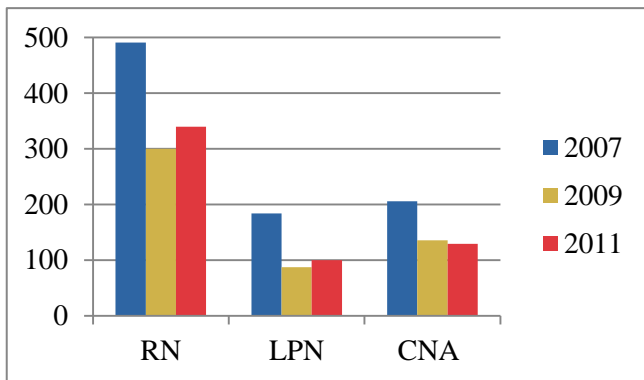


Hospice Full-Time Equivalent Vacancy Rates, 2007 to 2011



Average turnover rates for Hospice LPNs have increased since 2007, but have decreased for CNAs. FTE vacancy rates have decreased among all types of hospice nurses.

Trends in Estimated Number of Vacancies in Hospices Statewide, 2007 to 2011



The estimated number of vacancies for RNs in Hospices has increased by about 40 positions from 2009 to 2011.

Hospices are estimated to create 331 new RN positions and 246 new LPN positions in 2012. Consider current vacancies, projected growth, and difficult to fill positions when planning for a future supply of nurses to meet industry demand.

Combined Vacancies (as of June 30, 2011) and Projected Growth in Hospices Statewide (through 2012)

	RN	LPN	CNA
Estimated Vacancies (2011)	340	100	129
Estimated Growth (2012)	331	166	246
Combined Total	671	266	375

Hospice staff RNs, NPs, and Patient Care Coordinators are difficult to fill positions.