



The Home Health and Hospice Care Nurse Staffing Study (HHHCNSS) assesses nurse staffing and related issues in home health and hospice agencies. In 2017, the Texas Center for Nursing Workforce Studies (TCNWS) administered the HHHCNSS to 925 Texas home health and hospice agencies with a patient census of at least 250. Respondents provided data for 222 agencies for a response rate of 24.0%. These agencies were representative of Texas home health and hospice agencies by region, patient census, and agency type.

This report presents position vacancies and staff turnover at Texas home health and hospice agencies. It includes rates of each across Texas regions and nursing staff types. The vacancy rates measure the percentage of positions that were vacant on one day during one of the year’s peak occupancy times (January 27, 2017). The turnover rates measure the frequency of staff separations, both voluntary and involuntary, over a one year period (January 1, 2016–December 31, 2016). High vacancy and turnover rates can lead to negative outcomes that can affect quality of care such as losing experienced staff and increasing the workload and stress levels of existing staff.<sup>1</sup> High vacancy and turnover is also costly to agencies due to the high cost associated with overtime or the use of agency nurses to fill vacant positions as well as the cost associated with recruiting qualified nurses.

<sup>1</sup> American Association of Colleges of Nursing, “Nursing Shortage Fact Sheet,” 2012, <http://www.aacn.nche.edu/media-relations/NrsgShortageFS.pdf>

## Vacancy

Table 1 presents the total number of occupied and vacant FTE positions reported by home health and hospice agency respondents by nursing staff type and the resulting position vacancy rate for each.

- Position vacancy rates ranged from 8.9% among licensed vocational nurses (LVNs) to 21.8% among advanced practice registered nurses (APRNs)
- For each type of nursing staff, more than half of respondents reported zero vacancies.

**Table 1. Number of occupied and vacant FTE positions by nursing staff type**

	n	Total Occupied FTE Positions	Total Vacant FTE Positions	Statewide Position Vacancy Rate	Number of Respondents that Reported Zero Vacancies
RNs	189	1,576.36	222.5	12.4%	100
APRNs	14	17.95	5	21.8%	10
LVNs	164	1,182.1	116	8.9%	115
HHAs/NAs/CNAs	143	767.15	90	10.5%	107

Note: n = number of respondents who reported each nursing staff type

The position vacancy rates in Table 2 represent the total percentage of vacancies for a position across a region.

**Table 2. Position vacancy rates by region and nursing staff type**

Region	RNs	LVNs	HHAs/NAs/CNAs
n	185	160	140
Central Texas	8.9%	4.2%	7.3%
East Texas	9.1%	3.1%	2.9%
Gulf Coast	12.4%	15.5%	14.0%
North Texas	12.8%	12.0%	7.9%
Panhandle	12.2%	16.0%	4.5%
Rio Grande Valley	13.1%	9.2%	5.6%
South Texas	16.0%	9.9%	14.4%
West Texas	13.0%	12.2%	18.6%

Note: n = number of respondents who reported each nursing staff type

- Overall, the position vacancy rate for registered nurses (RNs) in Texas was 12.4% in 2017, though the position vacancy rates for RNs ranged from 8.9% in Central Texas to 16.0% in South Texas.
- For LVNs in Texas, the position vacancy rate ranged from 3.1% in East Texas to 16.0% in the Panhandle.
- For home health and nursing aides (HHAs/NAs/CNAs) in Texas, the position vacancy rate was 10.5% in 2017, with a range from 2.9% in East Texas to 18.6% in West Texas.

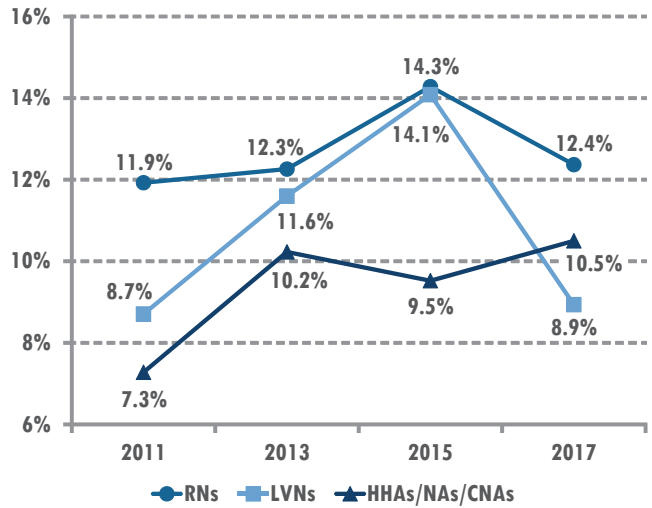
- The position vacancy rates in South and West Texas exceeded the statewide vacancy rates for RNs, LVNs, and HHAs/NAs/CNAs.
- In East and Central Texas, position vacancy rates were below the statewide rates for RNs, LVNs, and HHAs/NAs/CNAs.

Figure 1 shows the position vacancy rates among home health and hospice agency respondents from 2011–2017 for RNs, LVNs, and HHAs/NAs/CNAs.

- Statewide position vacancy rates for RNs and LVNs peaked in 2015, but dropped between 2015 and 2017.
- The LVN vacancy rate dropped from 14.1% in 2015 to 8.9% in 2017, while the RN vacancy rate dropped from 14.3% in 2015 to 12.4% in 2017.
- HHAs/NAs/CNAs were the only nursing staff type to see an increase in the statewide vacancy rate, increasing from 9.5% in 2015 to 10.5% in 2017.

Table 3 presents descriptive statistics of facility vacancy rates, including median facility vacancy rates, which

**Figure 1. Position vacancy rates for RNs, LVNs, and HHAs/NAs/CNAs, 2011–2017**



Note: 2011–2015 vacancy rates were recalculated for agencies with a patient census of 250 or greater and will not match those in past HHCNSS reports.

represent the middle vacancy rate among all facility vacancy rates calculated for each respondent.

- The median facility vacancy rate for RNs, LVNs, and HHAs/NAs/CNAs was 0%.

**Table 3. Facility vacancy rate descriptive statistics**

	n	Minimum	25th Percentile	Median	75th Percentile	Maximum	Mean
RNs	189	0.0%	0.0%	0.0%	25.0%	66.7%	12.5%
LVNs	164	0.0%	0.0%	0.0%	12.5%	100.0%	9.5%
HHAs/NAs/CNAs	143	0.0%	0.0%	0.0%	3.0%	100.0%	11.4%

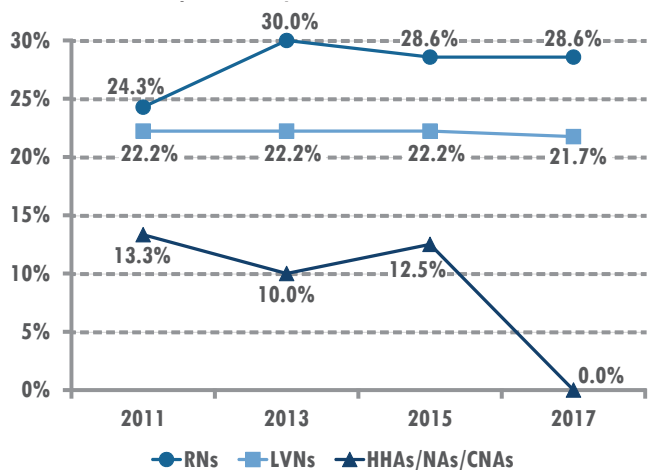
Note: n=number of respondents that reported each nursing staff type

## Turnover

Figure 2 shows the median facility turnover rates among home health and hospice agency respondents from 2011–2017 for RNs, LVNs, and HHAs/NAs/CNAs.

- Statewide, the median facility turnover rates remained relatively stable for RNs and LVNs from 2013 to 2017.
- RNs continued to have the highest median facility turnover rate in 2017 at 28.6%, followed by LVNs at 21.7%.
- The median facility turnover rate for HHAs/NAs/CNAs dropped from 12.5% in 2015 to 0% in 2017.

**Figure 2. Median facility turnover rates for RNs, LVNs, and HHAs/NAs/CNAs, 2011–2017**



Note: 2011–2015 turnover rates were recalculated for agencies with a patient census of 250 or greater and will not match those in past HHCNSS reports.



**Table 4. Median facility turnover rates in Texas by region and nursing staff type**

	RNs	LVNs	HHAs/NAs/CNAs
n	205	191	186
Central Texas	43.9%	23.6%	0.0%
East Texas	50.0%	33.3%	14.6%
Gulf Coast	21.6%	15.7%	3.2%
North Texas	26.1%	16.0%	14.3%
Panhandle	18.1%	8.3%	0.0%
Rio Grande Valley	20.0%	16.7%	0.0%
South Texas	29.6%	24.9%	0.0%
West Texas	31.0%	26.1%	0.0%

Note: n=number of respondents that reported an average number of employees and total separations for each nursing staff type

Table 4 shows the median facility turnover rates in Texas by region and nursing staff type among respondents that reported an average number of employees and the total number of separations during the reporting period.

- East Texas had the highest median facility turnover rate for each nursing staff type.
- RNs had the largest range of median facility turnover rates from 18.1% in the Panhandle to 50.0% in East Texas.
- The lowest median facility turnover rates were among HHAs/NAs/CNAs.

**Table 5. Facility turnover rate descriptive statistics**

	n	Minimum	25th Percentile	Median	75th Percentile	Maximum	Mean
RNs	208	0.0%	0.0%	28.6%	51.4%	466.7%	38.5%
LVNs	194	0.0%	0.0%	21.7%	48.5%	200.0%	30.2%
HHAs/NAs/CNAs	189	0.0%	0.0%	0.0%	30.3%	500.0%	24.8%

Note: n=number of respondents that reported each nursing staff type

## Conclusion

Overall, the position vacancy rate in Texas was 12.4% for RNs, 8.9% for LVNs, and 10.5% for HHAs/NAs/CNAs. The majority of respondents experienced zero vacancies for each of the nursing staff types. Since 2015, position vacancy rates for RNs and LVNs have decreased. The position vacancy rate for HHAs/NAs/CNAs increased between 2015 and 2017.

Table 5 presents descriptive statistics of facility turnover rates, including median facility turnover rates, which represent the middle facility turnover rate among all facility turnover rates calculated for each respondent.

- A higher proportion of respondents experienced turnover for RNs compared to LVNs and HHAs/NAs/CNAs.

Table 6 shows the differences in characteristics of respondents that experienced turnover for RNs.

- Respondents that experienced no turnover among their RN staff were more likely to be smaller (250 to 1,000 unique clients per year) and to be home health agencies.

**Table 6. Characteristics of respondents that experienced RN turnover vs. those that did not**

	No RN Turnover	Experienced RN Turnover
<b>Patient Census</b>		
250-1,000 (n=160)	31.3%	68.8%
1,001+ (n=45)	11.1%	88.9%
<b>Agency Type</b>		
Combined (n=8)	25.0%	75.0%
Home Health (n=164)	31.1%	68.9%
Hospice (n=33)	6.1%	93.9%

Note: n=number of respondents that reported an average number of RNs and total RN separations

The median facility turnover rate was 28.6% among RN positions, 21.7% among LVN positions, and 0% among HHAs/NAs/CNAs. A large proportion of respondents experienced turnover for RNs. Respondents that experienced no RN turnover were more likely to have a patient census of 250 to 1,000 and to be home health agencies.