



The Hospital Nurse Staffing Survey (HNSS) assesses the size and effects of the nursing shortage in hospitals, Texas' largest employer of nurses. During the spring of 2016, the TCNWS administered the HNSS to 666 Texas hospitals. These included for-profit, nonprofit, public, and Texas Department of State Health Services-operated hospitals, as well as hospitals linked to academic institutions; military hospitals were not surveyed. The facilities surveyed were general acute care, psychiatric, special, and rehabilitation hospitals. 345 (51.8%) hospitals responded to the survey.

This report summarizes the various measures reported in the HNSS reports as they pertain to state hospitals in Texas. The salient findings presented here highlight points of concern and differences between state hospital nurse staffing measures and those of non-state hospitals.

State Mental Health Facility Characteristics

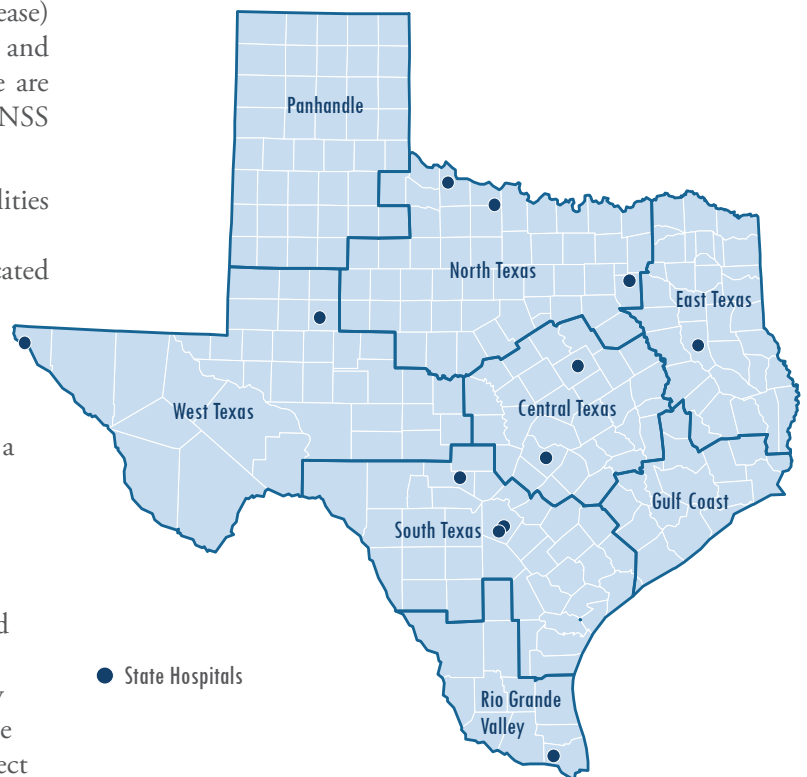
State hospitals are inpatient mental health facilities (with the exception of the Texas Center for Infectious Disease) operated using public funds from the State of Texas and controlled by an agency of state government. There are 12 state hospitals which are located in 6 of the 8 HNSS regions (see Figure 1).

- 7 out of 12 (58.3%) state hospital facilities responded to the 2016 HNSS.
- Four of the responding state hospitals were located in metropolitan, non-border counties. One hospital was in a metropolitan, border county and two were in non-metropolitan, non-border counties.
- Among responding state hospitals, there were a total of 1,654 beds.
- In six of these hospitals, all beds were staffed.

Staffing

- All 7 responding state hospitals reported recruiting employees only in Texas.
- The hospitals reported recruiting only psychiatric/mental health/substance use registered nurse (RN) positions and other direct patient care RNs.
- Two hospitals reported the average length of psychiatric/mental health/substance use RN position vacancy to be 60 or fewer days while five reported the average length of vacancies to be greater than 60 days.
- One hospital reported an increase in the number of

Figure 1. State hospitals in Texas



budgeted direct patient care RN FTEs on staff and six hospitals reported no change.

The state hospitals that responded to the 2016 HNSS reported the use of only 2 methods of interim staffing: voluntary overtime and the use of managerial staff.

Table 1 includes the hours and costs* associated with the use of interim staffing methods.

- State hospitals reported spending less money per hour on interim staffing than non-state hospitals. State hospitals did not report using contract/traveling nurses or temporary staffing agencies, two of the most expensive methods.

Table 1. Hours and cost* of interim staffing in State Hospitals

	n	State Hospitals Hours	State Hospitals Cost*	State Hospitals Cost/Hr	Non-State Hospitals Cost/Hr
Voluntary Overtime	2	7,540	\$196,247.30	\$26.03	\$47.00
In-house Staffing Pool	0	-	-	-	\$36.03
Contract/Traveling Nurses	0	-	-	-	\$58.41
Per Diem Nurses	0	-	-	-	\$30.87
Temporary Staffing Agencies	0	-	-	-	\$45.83
Use of Managerial Staff	1	1,533	\$40,078.00	\$26.14	\$38.96
Other	0	-	-	-	\$51.28
Total	-	9,073	\$236,325.30	\$26.05	\$44.07

*The analysis on cost of interim staffing is to demonstrate the cost differential between staffing methods, and is not intended for use in estimating nurse wages.

Vacancy and Turnover

Table 2 compares position vacancy rates in state hospitals to those in non-state hospitals.

Table 2. Vacancy rates in state hospitals and non-state hospitals

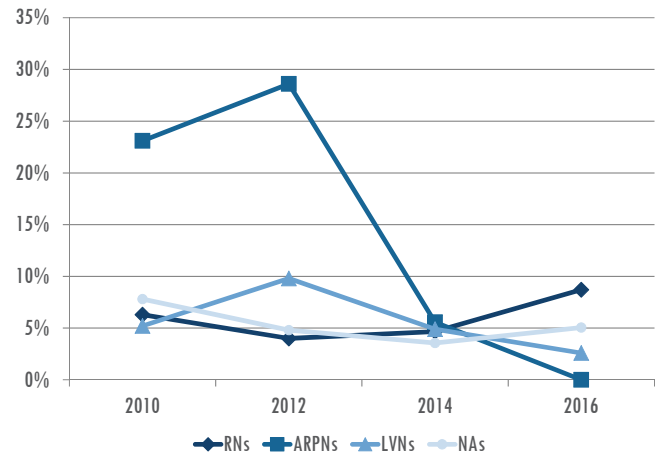
	State Hospitals		Non-State Hospitals	
	n	Position Vacancy Rate	n	Position Vacancy Rate
RNs	6	8.7%	284	9.8%
First-year RNs*	5	12.8%	166	10.3%
APRNs	4	0.0%	129	15.7%
LVNs	6	2.6%	217	8.8%
NAs	6	5.0%	255	9.4%

* First-year RNs are included in the "all RNs" totals.

- The position vacancy rates in state hospitals are lower for all nurse types except first-year RNs.

Figure 2 shows that the position vacancy rates for RNs, LVNs, and NAs in state hospitals have remained relatively

Figure 2. Position vacancy rates in state hospitals, 2010-2016



stable since 2010, while the rate for APRNs decreased from 28.6% in 2012 to 0% in 2016.

Table 3 shows turnover rates by nurse type in state and non-state hospitals.

- Turnover was slightly higher at state hospitals among RNs and LVNs, but lower among NAs.

Table 3. Turnover rates in state hospitals and non-state hospitals

	State Hospitals		Non-State Hospitals	
	n	Median Facility Turnover Rate	n	Median Facility Turnover Rate
RNs	4	23.8%	255	21.9%
First-year RNs	5	0.0%	170	14.8%
APRNs	4	0.0%	122	0.0%
LVNs	5	20.2%	206	16.2%
NAs	4	21.5%	229	29.1%



Conclusion

7 out of 12 (58.3%) state hospital facilities responded to the 2016 HNSS. The hospitals reported recruiting only psychological/mental health/substance use RN positions and other direct patient care RNs. One hospital reported an increase in the number of budgeted direct patient care RN FTEs on staff and six hospitals reported no change.

The state hospitals that responded to the 2016 HNSS reported the use of only 2 methods of interim staffing: voluntary overtime, and the use of managerial staff. State

hospitals reported spending less money per hour on interim staffing than non-State Hospitals.

Overall, the position vacancy rate for RNs in state hospitals was 8.7%, for LVNs was 2.6%, for NAs was 5.0%, and for APRNs was 0.0%. The position median facility turnover rate for RNs in state hospitals was 23.8%, for LVNs was 20.2%, for NAs was 21.5%, and for APRNs was 0.0%.

