

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 2024, the Texas Center for Nursing Workforce Studies (TCNWS) administered the HNSS to the Chief Nursing Officers/Directors of Nursing of 739 Texas hospitals. These included for-profit, nonprofit, public, and Texas Health and Human Services Commission-operated hospitals, as well as hospitals linked to academic institutions; military hospitals were not surveyed. The facilities surveyed were general acute care, psychiatric, special, behavioral, and rehabilitation hospitals; outpatient or community-based clinics were not included. Respondents provided data for 297 hospitals for a response rate of 40.2%.

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 differences between state hospital nurse staffing measures and those of non-state hospitals.

The following report presents data pertaining to Registered Nurses (RNs), Licensed Vocational Nurses (LVNs), Advanced Practice Registered Nurses (APRNs) and Nurse Aides (NAs).

State Mental Health Facility Characteristics

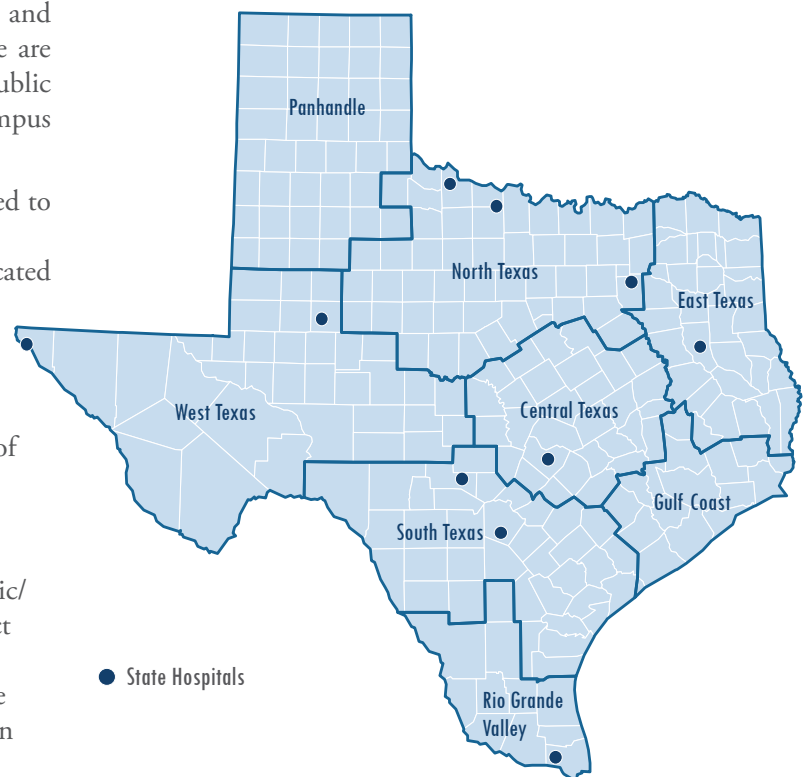
State hospitals are inpatient mental health facilities operated using public funds from the State of Texas and controlled by an agency of state government. There are 9 state hospitals which are located in 6 of the 8 public health regions (see Figure 1). One hospital has two campus which responded separately.

- All 10 state hospital facility locations responded to the 2024 HNSS.
- 6 of the responding state hospitals were located in metropolitan, non-border counties. 3 hospitals were in metropolitan, border counties and 1 was in a non-metropolitan, non-border counties.
- Among state hospitals, there were a total of 1,912 staffed beds as of January 1, 2024.

Staffing

- The hospitals reported recruiting only psychiatric/mental health/substance abuse and other direct patient care registered nurse (RN) positions.
- 76.9% of responding hospitals reported the average length of vacancies to be greater than 60 days.
- 1 hospital reported an increase in budgeted direct care patient RN full-time-equivalents (FTEs) on staff, 2 hospitals reported a decrease, and 7 hospitals reported no change.

Figure 1. State hospitals in Texas



Vacancy and Turnover

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

- The position vacancy rates for RNs and LVNs at state hospitals are higher than in non-state hospitals.

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

Nurse Type	State Hospitals		Non-State Hospitals	
	n	Position Vacancy Rate	n	Position Vacancy Rate
RNs	10	24.0%	203	12.2%
LVNs	10	27.2%	209	17.8%
APRNs	9	8.8%	212	19.8%
NAs	10	11.2%	216	13.4%

n=number of hospitals that reported each nursing staff type

Figure 2 shows that the position vacancy rate for RNs, LVNs, and NAs in responding state hospitals decreased between 2022 and 2024, while the rate for APRNs increased.

Figure 2. Position vacancy rates in state hospitals, 2014-2024

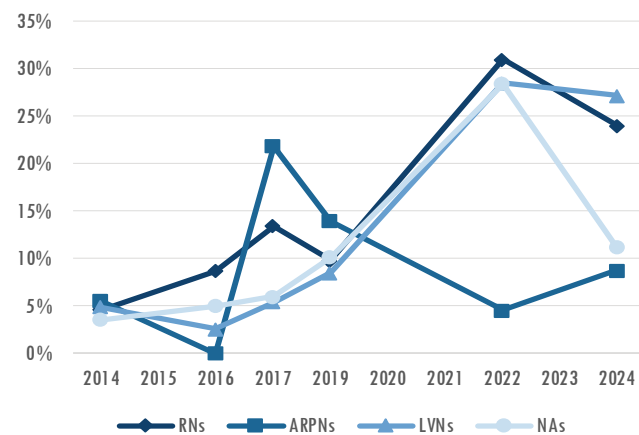


Table 3 shows turnover rates by nurse type in responding state and non-state hospitals.

- Turnover among RNs and LVNs was lower in state hospitals than in non-state hospitals.

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

Nurse Type	State Hospitals		Non-State Hospitals	
	n	Median Facility Turnover Rate	n	Median Facility Turnover Rate
RNs	10	16.0%	259	17.4%
LVNs	10	19.1%	203	21.8%
APRNs	8	0.0%	87	0.0%
NAs	8	39.1%	177	29.8%

n=number of hospitals that reported each nursing staff type

