



AN ASSOCIATION OF  
MONTANA HEALTH  
CARE PROVIDERS

## December 2007 MHA Workforce Staffing Survey - Vacancy & Turnover

Facility Response	(Acute) Hosp.	NH	Other
	32	8	5

### Vacancy & Turnover SUMMARY December 2007

NURSING	APRN	BSN - RN	A.D.N - RN	RN (un-distinguished)		LPN	C.N.A.
					RN TOTAL		
Total Budgeted	60.13	480.36	180.79	1703.85	2425.13	666.92	1351.81
<b>Vacancy Rate</b>	<b>13.3%</b>	<b>5.9%</b>	<b>5.4%</b>	<b>7.4%</b>	<b>7.1%</b>	<b>8.7%</b>	<b>10.2%</b>
Vacancy (Raw)	8	28.5	9.8	126.86	173.16	57.8	138.43
<b>Turnover Rate</b>	<b>10.0%</b>	<b>12.2%</b>	<b>18.0%</b>	<b>11.8%</b>	<b>12.3%</b>	<b>20.9%</b>	<b>43.0%</b>
Turnover (Raw)	6	58.65	32.5	200.94	298.09	139.28	581.93
Anticipated to fill - 2012	67.13	487.48	199.99	1893.99	2648.59	731.22	1459.06

ALLIED HEALTH	Pharm.	Pharm Tech	PT	PT Asst.	OT	OT Asst
<b>Vacancy Rate</b>	<b>5.9%</b>	<b>6.2%</b>	<b>10.2%</b>	<b>28.5%</b>	<b>1.1%</b>	<b>9.5%</b>
Vacancy (Raw)	8.5	6.51	14.375	9.49	0.5	1
<b>Turnover Rate</b>	<b>11.4%</b>	<b>19.1%</b>	<b>7.9%</b>	<b>9.0%</b>	<b>7.5%</b>	<b>0.0%</b>
Turnover (Raw)	16.4	19.87	11.25	3	3.4	0
Anticipated to fill - 2012	155.05	118.97	158.62	38.13	54.79	14.04

ALLIED HEALTH	Resp Ther.	Resp Ther.		Ultrasound		Med/Clinc	
		Asst.	Rad Tech	Tech	Surg Tech	Lab Tech	Lab Tech
Total Budgeted	126.51	13.93	177.98	47.19	85.52	200.8	50.98
<b>Vacancy Rate</b>	<b>0.9%</b>	<b>0.0%</b>	<b>1.7%</b>	<b>12.5%</b>	<b>4.7%</b>	<b>4.7%</b>	<b>5.9%</b>
Vacancy (Raw)	1.09	0	3	5.9	4	9.51	3
<b>Turnover Rate</b>	<b>9.1%</b>	<b>21.5%</b>	<b>8.7%</b>	<b>8.5%</b>	<b>9.1%</b>	<b>8.4%</b>	<b>17.7%</b>
Turnover (Raw)	11.5	3	15.43	4	7.82	16.78	9
Anticipated to fill - 2012	145.83	16.28	184.73	52.53	98.65	213.58	55.18

ALLIED HEALTH	HIM Coder	HIM Tran-
		scriptionist
Total Budgeted	113.46	153.7
<b>Vacancy Rate</b>	<b>18.1%</b>	<b>3.1%</b>
Vacancy (Raw)	20.51	4.75
<b>Turnover Rate</b>	<b>11.2%</b>	<b>6.1%</b>
Turnover (Raw)	12.76	9.3
Anticipated to fill - 2012	123.46	167.34

### TOTALS for ALL Nursing & Allied Health

TOTAL ALL Budgeted Positions	Vacancy (Raw)	<b>Vacancy Rate</b>	Turnover (Raw)	<b>Turnover Rate</b>	Anticipated To Fill - 2012 (Raw)
5892.84	461.525	<b>7.8%</b>	1162.81	<b>19.7%</b>	6436.05



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Surveys received	2007 W	44	(Winter)
	2007 Sp	30	(Spring)
	2006	68	
	2005	61	
	2003	59	

### 2007 MHA Workforce Staffing Survey - Comparison Vacancy & Turnover Summary 2007 - 2003

NURSING	APRN					BSN - RN				
	2007 W	2007 Sp	2006	2005	2003	2007 W	2007 Sp	2006	2005	2003
Vacancy	13.3%	17.0%	6.6%	3.9%	7.9%	5.9%	7.6%	10.8%	7.3%	4.2%
Turnover	10.0%	15.1%	9.9%	15.6%	19.7%	12.2%	20.0%	23.2%	14.4%	16.3%

  

NURSING	RN					L.P.N.				
	2007 W	2007 Sp	2006	2005	2003	2007 W	2007 Sp	2006	2005	2003
Vacancy	7.0%	5.6%	6.8%	6.9%	5.5%	8.7%	7.5%	8.7%	6.8%	5.7%
Turnover	12.4%	13.0%	13.9%	8.3%	13.5%	20.9%	21.1%	17.1%	14.7%	17.0%

  

NURSING	C.N.A.					Pharm.				
	2007 W	2007 Sp	2006	2005	2003	2007W	2007 Sp	2006	2005	2003
Vacancy	10.2%	8.3%	6.9%	8.0%	5.0%	5.9%	6.4%	3.0%	6.7%	5.5%
Turnover	43.0%	32.3%	41.8%	33.5%	38.9%	11.4%	6.9%	11.1%	13.6%	6.3%

  

Nursing/Allied	PT					PT Asst.				
	2007 W	2007 Sp	2006	2005	2003	2007 W	2007 Sp	2006	2005	2003
Vacancy	10.2%	4.5%	7.0%	8.1%	6.1%	28.5%	14.4%	10.5%	12.8%	16.8%
Turnover	7.9%	5.9%	8.8%	8.3%	17.1%	9.0%	17.7%	10.5%	8.5%	12.6%

  

Allied Health	OT					Resp. Ther.				
	2007 W	2007 Sp	2006	2005	2003	2007 W	2007 Sp	2006	2005	2003
Vacancy	1.1%	2.0%	13.6%	8.4%	5.9%	0.9%	2.5%	15.1%	4.0%	3.4%
Turnover	7.5%	5.5%	8.6%	15.1%	23.7%	9.1%	7.3%	24.8%	7.1%	7.4%

  

Allied Health	Radio. Tech.					Ultrasound Tech.				
	2007 W	2007 Sp	2006	2005	2003	2007 W	2007 Sp	2006	2005	2003
Vacancy	1.7%	1.9%	4.1%	6.0%	5.6%	12.5%	4.4%	17.2%	18.0%	9.6%
Turnover	8.7%	7.2%	8.0%	9.3%	14.0%	8.5%	5.3%	11.0%	13.9%	20.9%

  

Allied Health	Surg. Tech					Med/Lab Tech.				
	2007 W	2007 Sp	2006	2005	2003	2007 W	2007 Sp	2006	2005	2003
Vacancy	4.7%	6.7%	19.0%	11.6%	4.5%	4.7%	4.8%	7.5%	2.9%	3.0%
Turnover	9.1%	15.5%	20.7%	14.2%	14.5%	8.4%	5.9%	7.3%	7.5%	6.4%

  

Allied Health	Lab Tech.					HIM Coder				
	2007 W	2007 Sp	2006	2005	2003	2007 W	2007 Sp	2006	2005	2003
Vacancy	5.9%	1.9%	7.4%	0.0%	3.6%	18.1%	0.0%	3.3%	1.0%	n/a
Turnover	17.7%	11.3%	7.4%	6.8%	7.8%	11.2%	5.9%	4.4%	5.2%	n/a

	Total		Vacancy			Turnover			Overtime	Travelers	Der Diem
	Budgeted Positions	Vacancy Rate	Raw #	Rate	Raw #						
2007 W	5,893	7.8%	461.525	19.7%	1162.81	\$8,720,984	\$5,222,295	\$4,235,054			
2007 Sp	3,330	5.9%	197.55	16.8%	560.99	\$4,827,486	\$6,139,828	\$202,589			
2006	5,555	7.1%	391.93	21.8%	1209.08	\$6,249,897	\$7,240,909	\$1,867,201			
2005	6,169	6.9%	422.66	16.0%	989.57	\$8,007,195	\$6,344,695	\$2,129,293			
2003	6,617	5.3%	352.96	19.5%	1292.35	\$14,744,848	\$10,744,029	\$1,722,745			

Note: 2003 financial figures reported for more than just nursing/allied health professionals.