SF HEALTH NETWORK
SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH

SFGH RN 2320 Hiring Summary

12/01/14 - 12/31/14

Care Category	FTE's	Utilized FTE's	Vacant FTE's	Vacancy Rate (%)	Notes:	Hiring Packets Submitted (FTE)	Hiring Packets Submitted (Unique Candidates)	Candidate Source			Units impacted by reassignment	Projected Completion of RN unit based training program/orientation	Projected Vacant FTE's*	Projected Vacancy Rate*	Separations: 12/01/14 - 12/31/14	New Hires: 12/01/14 - 12/31/14
								External	P103	Reassignement						
BHC Total	4.90	9.90	-5.00	**0.0%**									0.00	0.0%		
Critical Care Total	108.00	93.20	14.80	**13.7%**	16 applicants applied to the experienced posting. 8 of the 16 met the minimum qualifications. Of those 8, 4 not interested. Of the 4 interviewed, 2 failed, 1 accepted benefited position, 1 only interested in per diem. Training program posted and conducting interviews to fill remaining vacancies.	**0.9**	**1**		**1**			Dec-14	13.90	12.9%	1	
Diagnostics Total	10.90	8.90	2.00	**18.3%**									2.00	18.3%		
Emergency & Trauma Total	99.60	73.90	25.70	**25.8%**	9 applicants interviewed. Of the 9, 4 job offers made, 2 declined offer, 3 not selected. Training program posted and interviews being conducted for reminaing vacancies.							Dec-14	25.70	25.8%		
Med/Surg Total	268.40	227.50	40.90	**15.2%**	Of applicant pool of 47, 23 declined interview. Of the 24 interviewed, 13 job offers made, 3 declined job offers, 4 failed interview, 4 not selected.	**11.7**	**13**	**9**	**4**			Dec-14	29.20	10.9%		
Nursery and OB/Gyn Total	75.30	65.75	9.55	**12.7%**	Nursery - 17 applicants. 15 qualified. 7 interviewed. 3 applicants selected OB/Gyn - training program posting reposted.							Jan-15	9.55	12.7%		
Perioperative Total	98.78	83.70	15.08	**15.3%**	Perioperative eligible list has 10 eligible candidates that will be screened and invited to interview for existing vacancies. Posting for training program reposted.							Dec-14	15.08	15.3%		1
Primary Care Total	44.00	36.70	7.30	**16.6%**	Interviews being conducted for existing vacancies. Job offers being made to applicants.	**0.9**	**1**	**1**				Oct-14	6.40	14.5%		
Psych Total	81.55	57.60	23.95	**29.4%**	Posting for reassignment, experienced and training program. Waiting for 5 BHC nurses to be reassigned.								23.95	29.4%		
Skilled Nursing Total	17.78	16.70	1.08	**6.0%**									1.08	6.0%		
QM/UM/Education Total	41.44	35.50	5.94	**14.3%**		**1.0**	**1**	**1**					4.94	11.9%		
Grand Total	**850.65**	**709.35**	**141.29**	**16.6%**		**14.5**	**16**	**11**	**5**				**126.79**	**14.9%**	**1**	**1**

Additional Notes:

Sources:
Hiring Packets and Candidates: SFGH Nursing Admin
FTEs, Vacancies, New Hires, and Separations: HRIMS

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*Projected vacancy rate does not reflect unit impact of reassignment employees.

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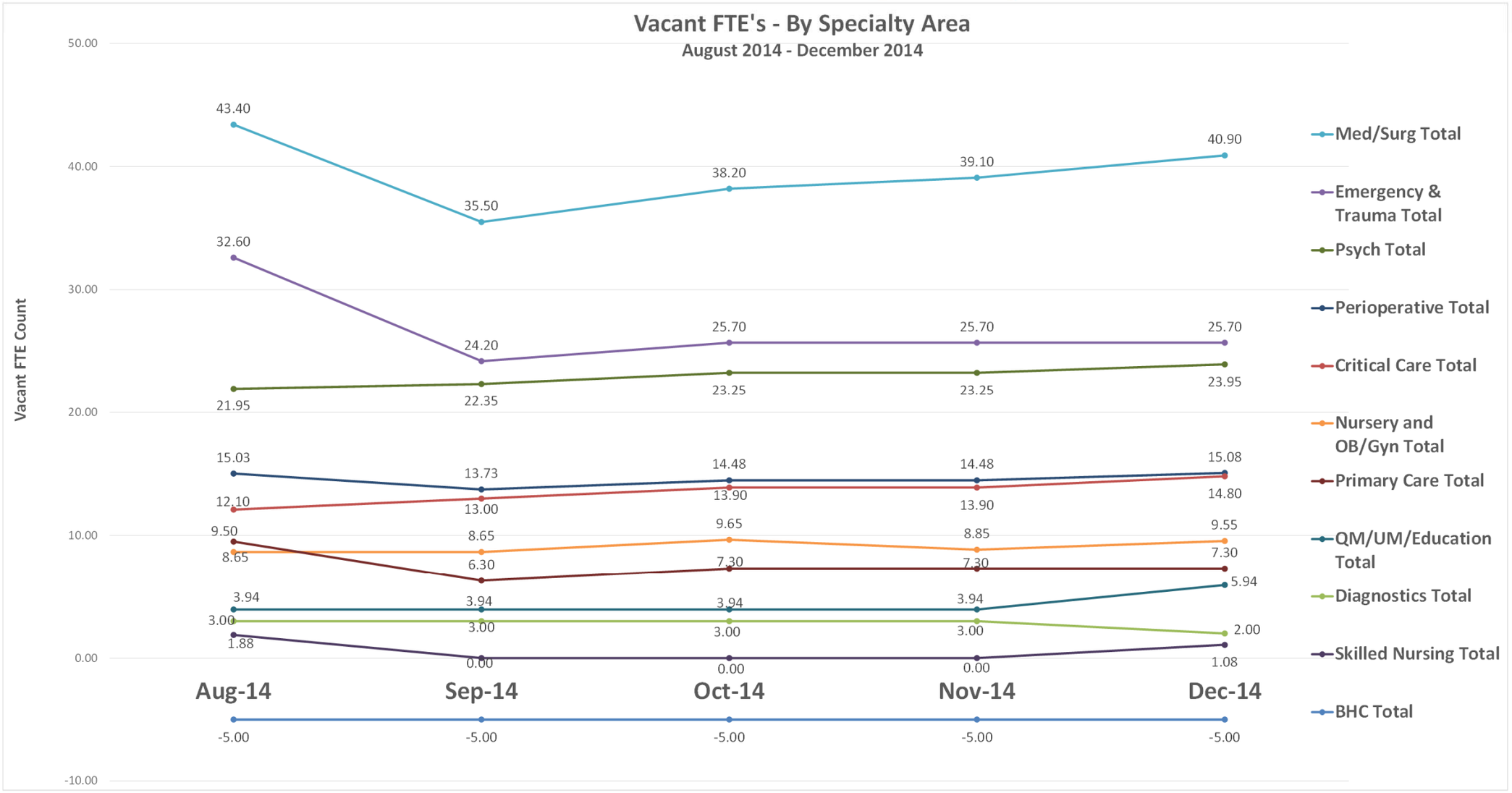

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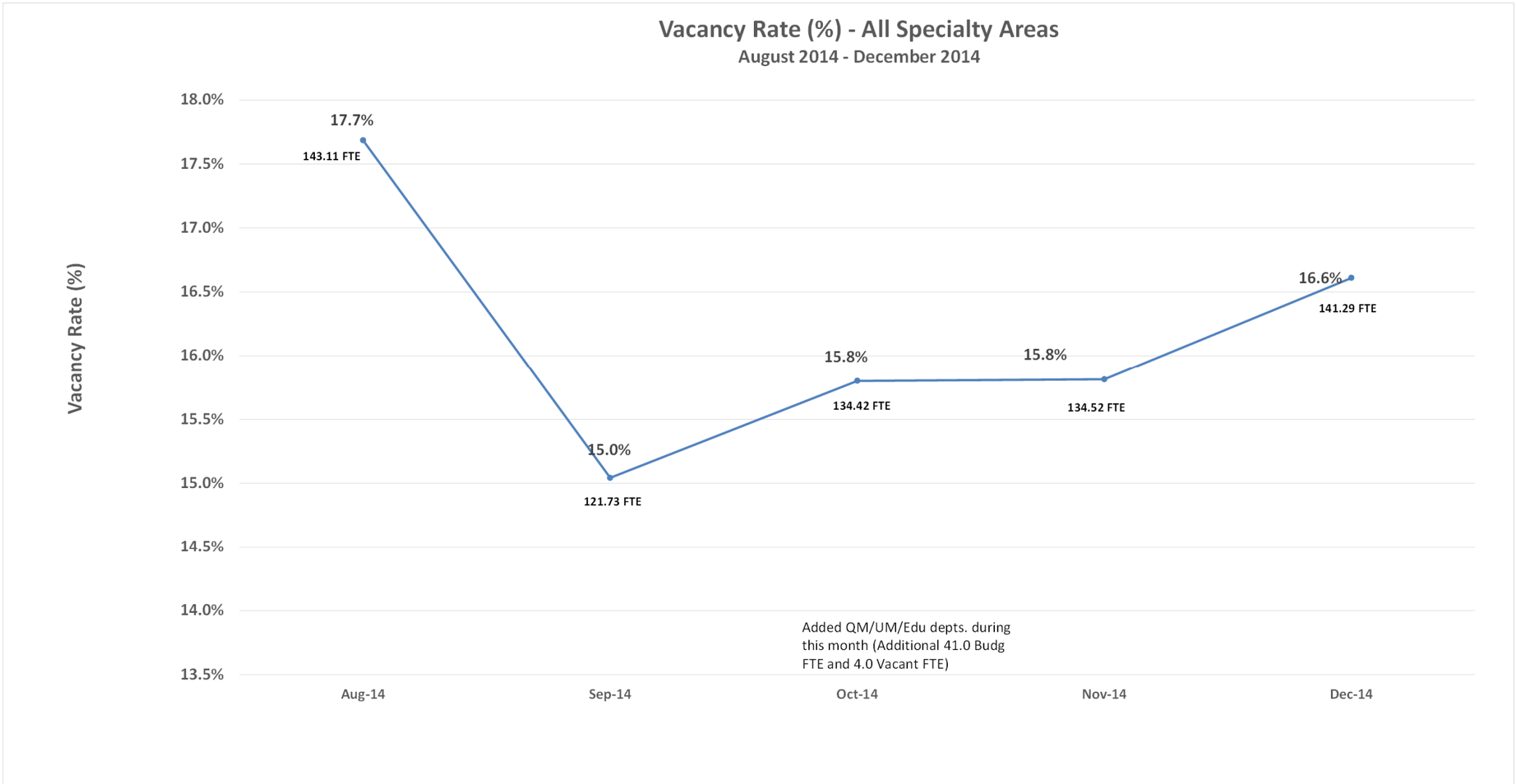

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