

ZSFG Human Resources Services Report

Submitted to the Joint Conference Committee (December, 2016)

Report Contents:

- Vacancy Report
 - Summary of Hiring Status (Vacancy rate over 10%)
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- 1) Conduct weekly meetings with the hospital executive team to review the hiring status of ZSFG positions.
- 2) Continue building good work relationships with hiring departments by meeting on a weekly basis with ED, Med/Surg, Critical Care/ICU, Psychiatry, Perioperative/OR, Radiology, Pharmacy, Food and Nutrition Services, and Environmental Services.
- 3) Current RN hiring status in critical areas:
 - Emergency Care Unit
 - Experience Specialty-- two (2) positions with start work date of January 9, 2017
 - Training Program- There will be twelve (12) vacancies to fill for the next training class scheduled for February 27, 2017.
 - Critical Care Unit
 - Experience Specialty—Managers scheduling interviews for 22 vacancies
 - Training Program—Training Announcement reopened for filing to fill 16 vacancies. Six (6) will be filled for training program scheduled for January 2017 and the remaining ten (10) will be filled for training program scheduled for April 2017.
 - Med/Surgical Unit
 - Experience Specialty--Thirteen (13) selections have been made with start work dates in December and January, a new list will be issued mid-December to fill remaining thirty (30) vacancies.
 - Training Program—next training program scheduled to begin in January 2017. The number of positions in training will be determined after Experience selections have been made from new list.
 - OR Unit:
 - Experience Specialty: six (6) selections have been made: one (1) position with start work date in Dec 2016, five (5) positions with tentative start work date of January 7, 2017. Will begin canvassing new eligible list for two (2) new vacancies.
- 4) Behavioral Health Center (BHC) is currently in the process of filling two (2) 2930 Behavioral Health Clinician positions, applications sent to hiring manager, and interviews will be scheduled in December 2016.
- 5) New Recruiter, Daniel Giddings was hired in November. Daniel is designated to focus on hard-to-fill vacancies at Laguna Honda, Ambulatory Clinics, Population Health and DPH Labs. We are very excited to have him working alongside with the Hospital Recruiter Tina Hinnant who was hired in October, to assist in recruiting Leadership positions for the Department of Public Health. They are both well into recruiting for key positions and diversifying our applicant pools.
- 6) Total hospital vacancies reduced from 14.74% reported in October 2016 to 11.75% as of December 2, 2016. Between October 2016 to December 2, 2016, 135 positions have been filled.