

ZSFG Human Resources Services Report

Submitted to the Joint Conference Committee (August, 2018)

Report Contents:

- Vacancy Report
 - Summary of Hiring Status (Vacancy rate over 10%)
 - Graphs: YTD vacancy rate, new hires and separation
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- 1) **Hospital vacancies are stable this month and we are currently at 8.82% as of August 13, 2018, which is up slightly from 8.80% in July 2018. We've hired a total of twenty-eight (28) between July 17, 2018 and August 13, 2018 in various classifications including RNs and had five (5) separations during the same period of which zero (0) were retirements.**
- 2) Conducts monthly meetings with the hospital executive team to review the hiring status of ZSFG positions.
- 3) Current RN hiring status in critical areas:
 - Emergency Care Unit-
 - Experience Specialty— Twenty-three (23) vacancies to fill, eight (8) selections made with anticipated start work date September 10, 2018.
 - Training Program— Eight (8) selections made for training specialty with start date of August 27, 2018.
 - Critical Care Unit -
 - Experience Specialty—Thirty-four (34) vacancies to fill. Candidate interviews expected in early September.
 - Training Program- Eight (8) vacancies will be filled for training specialty. There is no anticipated training date until we fill additional experienced positions.
 - Med/Surgical Unit-
 - Experience Specialty— Eighteen (18) vacancies to fill. Interviews planned for early September.
 - Training Program— Twelve (12) selections made with start work dates of August 25, 2018 and September 10, 2018.
 - OR Unit-
 - Experience Specialty- Two (2) vacancies to fill. Candidate selection in progress, with anticipated start work date in September.
 - Training program – Four (4) vacancies to fill, three (3) selections made with start work date of August 27, 2018.
- 4) The recruiter is building a pipeline of candidates for upcoming training classes and sourced 137 external candidates for Critical Care training alone. Nurse Practitioner vacancies in Forensic, Trauma and Sexually Transmitted Infection are currently being sourced.