

ZSFG Human Resources Services Report

Submitted to the Joint Conference Committee (September, 2018)

Report Contents:

- Vacancy Report
 - Summary of Hiring Status (Vacancy rate over 10%)
 - Graphs: YTD vacancy rate, new hires and separation
-

- 1) Total hospital vacancies increased slightly to 8.88% as of September 14, 2018, which is up from 8.82% in August 2018. We've hired a total of fifty (50) employees between August 13, 2018 and September 14, 2018 in various classifications including RNs and had twenty-one (21) separations during the same period of which one (1) were retirements.
- 2) HR 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— No vacancies
 - Training Program – Eight (8) vacancies to fill with anticipated start work date late fall 2018
 - Critical Care Unit -
 - Experience Specialty—Thirty-four (34) vacancies to fill. Four (4) selections were made with start work date October 15, 2018. Interviews in September for eleven (11) vacancies, eight (8) for ICU, and three (3) for PACU with tentative start date November 2018.
 - Training Program- Eight (8) vacancies will be filled for training specialty with tentative start work date late fall 2018.
** census being evaluated by finance and nursing administration and 10 FTE vacancies may move to another specialty area in the upcoming months
 - Med/Surgical Unit-
 - Experience Specialty— Seventeen (17) vacancies to fill. Interviews planned for September.
 - Training Program— No vacancies.
 - OR Unit-
 - Experience Specialty- No vacancies
 - Training program – Two (2) vacancies to fill with anticipated start work date late fall 2018