ASHHRA
THE HUMAN SIDE OF HEALTHCARE

A personal membership group of the
American Hospital Association

ASHHRA / PwC HR Metrics Tool

pwc

ASHHRA, in collaboration with PwC Saratoga, formally invites its members to participate in the 2015 HR Metrics Tool. The mission of this collaboration is to enable ASHHRA members to benefit from PwC Saratoga's expertise in HR analytics and knowledge of the health care industry in order to obtain relevant benchmarks for workforce and HR metrics.

PwC Saratoga is a global leader in workforce measurement, having been in the field for over 30 years, and works with over 600 companies annually to support the development of a fact/evidence based framework to align HR strategy with organizational objectives.

Additionally, PwC Saratoga has a deep understanding of the challenges facing HR professionals in the health care industry. PwC Saratoga has worked with hundreds of leading hospitals to benchmark HR metrics and provide thought leadership.

70% of US CEOs are very concerned with the availability of key skills

-PwC's 2014 CEO Survey

PwC Saratoga's benchmarking and workforce analytics offerings can help you address your talent needs

More information on PwC Saratoga Benchmarking:

ASHHRA / PwC HR Metrics Tools

Participate in the industry benchmarking survey and receive standardized scorecards and reports

Additional PwC Saratoga Benchmarking options:

Hospital Consortium Benchmarking Program

Hospital systems of 4,000 employees or more can upgrade to receive a wider array of benchmarking data

Custom Results Read-out

PwC workforce analytics experts can create and present a custom report of your organization's results

Visualization & Dashboards

Select the right metrics to track in your organization, and visualize your data and advance your analytics

Benefits of participating in the HR Metrics Tool include:

- Gain a better understanding of the HR function including areas of strength and opportunities for improvement
- Consistently measure metrics significant for the healthcare industry
- Benchmark directly with your health care peers in a confidential manner
- Access personalized reports with the ability to review data by a variety of segments

HR Metrics Tool pricing is based on organization headcount:

Headcount Size (# of employees)	*Regular Fees*
Up to 2,500	$500
2,501-3,500	$1,000
3,501-5,000	$2,000
5,001+	$5,000

Metrics included on the survey include:

Retention and Separations

- Turnover Rate
- Nurse Voluntary Separation Rate
- First Year of Service Turnover Rate
- Nurse First Year of Service Voluntary Separation Rate
- Average Tenure

Workforce Productivity and Profitability

- Workforce Employees Operating Cost per FTE
- Labor Cost Expense Percent
- Nurse Overtime Pay Percent

Staffing and Hiring

- Internal Hires Percent
- Cost per Hire
- Time to Accept
- Nurse Time to Accept
- Nurse Vacancy Rate

Workforce Diversity

- Ethnically Diverse Headcount Percent
- Ethnically Diverse External Hiring Percent

HR Cost and Structure

- HR Costs per Employee
- HR Headcount Ratio
- Learning & Development Investment per Employee

Compensation & Benefits

- Labor Cost per FTE
- Average Benefits per Employee
- Healthcare Costs per Active Employee

To learn more, please contact:

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