

PwC Saratoga™ Benchmarking Membership: Hospital Consortium



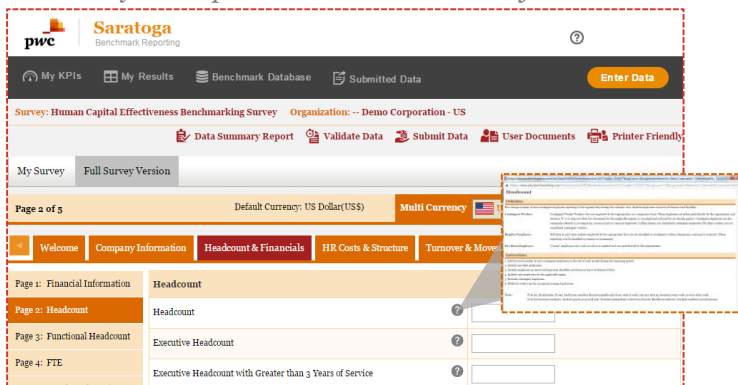
PwC Saratoga™ Benchmarking brings workforce data to the hands of business leaders to help you make informed talent decisions.

ASHHRA members have the opportunity to upgrade from the HR Metrics Tool to our full Hospital Consortium benchmarking program for a discounted price. Our Hospital Consortium analyzes **talent trends** in the market. You will have access to a **community forum** for examining the industry's unique challenges and for sharing ideas with others in the sector.

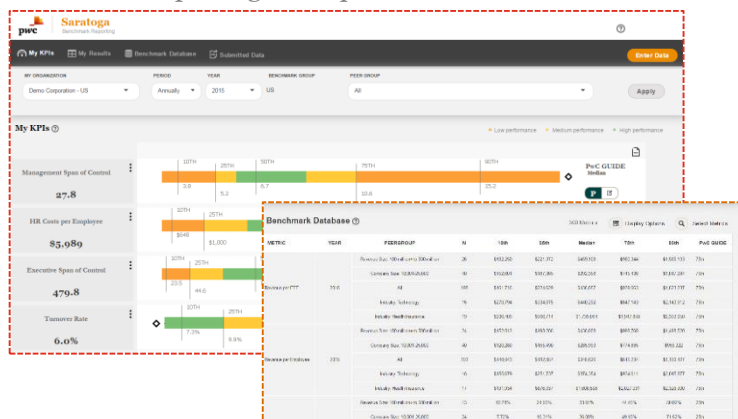
Our Benchmarking Survey measures **300+ metrics** related to areas such as organizational effectiveness, turnover, staffing efficiencies, and HR costs and structures – comprising the **largest database** of workforce-related benchmarks across industries.

Saratoga™ online tool

Data entry – sample view with standard definitions



Benchmark reporting – sample views



Sample metrics

- Bedside Nurse First Year of Service Turnover Rate
- Bedside Nurse Manager Span of Control
- Bedside Nurse Manager Voluntary Separation Rate
- Bedside Nurse Turnover Rate
- Bedside Nurse Vacancy Rate
- Bedside Nurse Voluntary Separation Rate
- Cost per Hire (Excluding Relocation)
- Ethnically Diverse Employee Voluntary Separation Rate
- First Year of Service Turnover Rate
- HR Costs per Employee
- HR Headcount Ratio
- Labor Cost Expense Percent
- Labor Cost per FTE
- Mobility Rate
- Overtime Pay Percent
- Physician Average Tenure
- Promotion Rate
- Time to Start
- Vacancy Rate
- Voluntary Separation Rate

Sample members

- Atlantic Health System
- Aurora Health Care
- BayCare Health System
- Carolinas HealthCare System
- Children's Health System of Texas
- City of Hope
- Geisinger Health System
- Henry Ford Health System
- Indiana University Health System
- Inova Health System
- Mayo Clinic
- Mercy Health
- Moffitt Cancer Center
- Nemours Foundation
- New York-Presbyterian Hospital
- Ohio Health Corporation
- Parkview Health
- Providence Health & Services
- Saint Francis Health System
- Saint Luke's Health System
- Southern Ohio Medical Center
- Sutter Health
- Texas Health Resources
- Trinity Health
- UCSF
- Valley Health System
- Wellstar Health Services

Our **user-friendly online tool** allows for easy data entry based on our **standard definitions** and comparisons of your results against benchmarks.

Peer group comparisons provide you with the ability to evaluate your organization's performance against others – based on attributes such as industry, headcount size, and revenue size.

PwC Saratoga™ Benchmarking Membership: Hospital Consortium

Participate in an industry benchmarking survey covering 300+ metrics at a discounted price for ASHHRA members



Benefits of joining the Hospital Consortium include:

- Participation in the annual hospital HR/workforce benchmarking survey, focusing on over 50 hospital-related metrics
- Industry-leading benchmarking services, reports, and data specific to the hospital industry
- Researchers who can provide supplemental Answers on Demand to go beyond simply benchmarking
- PwC Saratoga's proprietary web-based data collection and reporting tool
- Participation in PwC's Health and Wellness Benchmarking Survey (covering health benefits, pharmaceutical costs, and wellness programs)
- Standardized instructions for each data element
- Access to webcasts on human capital measurement topics
- Experts and resources to support your data collection and reporting questions

Standard	 PwC Saratoga™ Benchmarking Program Participate in the hospital industry benchmarking survey and receive standardized scorecards and reports
	 Answers on Demand Launch mini research projects that are personalized and will help you answer unique talent management question
	 Surveys on Demand Create at least one pulse survey of member organizations each year
Premium	 Premium Benchmarking Membership Receive custom benchmarking cuts, results interpretation, and/or onsite workshops with PwC

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Contact us to discuss becoming a Saratoga™ Benchmarking Member!

Inquire to learn more about our other services such as dashboards, HR assessments, workforce surveys, advanced talent/predictive analytics, and people analytics capability development

