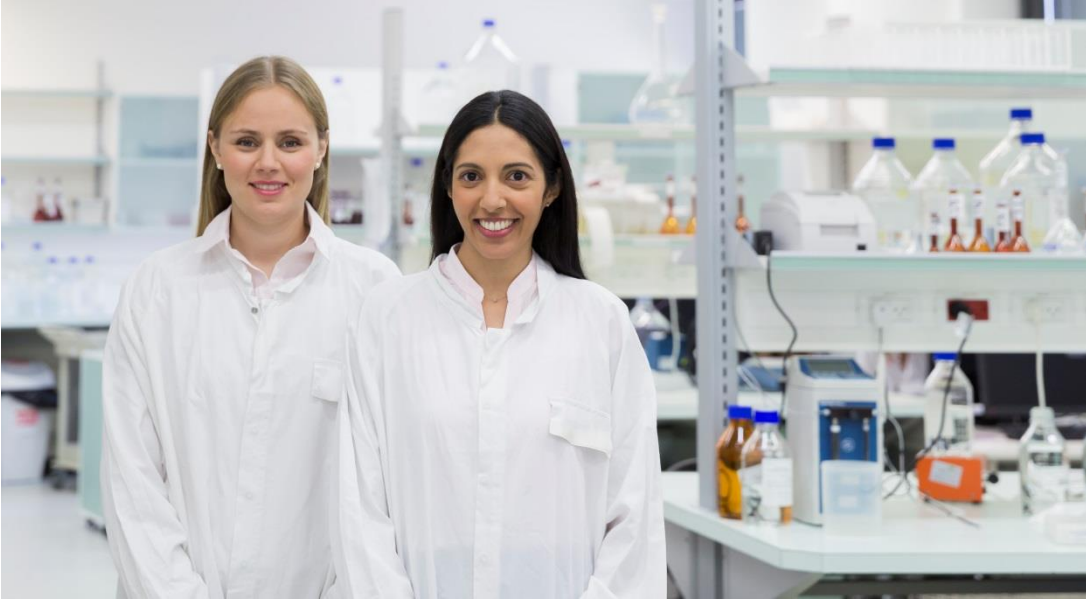


# *PwC Saratoga* *Benchmarking Program* Hospital Consortium



PwC Saratoga brings workforce data to the hands of business leaders to help them 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 gathers trends around talent in the marketplace while bringing members of the community together to focus on the industry's unique challenges.

Some of the added benefits of joining the Hospital Consortium include:

- Participation in the annual hospital HR/workforce benchmarking survey, focusing on over 50 hospital-related metrics
- Access to Saratoga's Human Capital Effectiveness Report represented by over 300 companies across 12 industry sectors with over 200 cross-industry metrics
- Participation in PwC's Health and Wellness Benchmarking Survey (covering health benefits, pharmaceutical costs, and wellness programs)
- Access to PwC thought leadership on both HR and non-HR topics
- Opportunity to poll your hospital peers on key issues
- Access to webcasts on human capital measurement topics

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## *More information on PwC Saratoga Benchmarking:*



### **Hospital Consortium**

Participate in an industry benchmarking survey covering 300+ metrics at a discounted price of \$12,000 for ASHRA members

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## *Members participate in our human capital effectiveness survey which measures over 300 metrics, including:*

### ***Retention and Separations***

- Voluntary Separation Rate
- Bedside Nurse Voluntary Separation Rate
- Bedside Nurse Manager Voluntary Separation Rate
- Graduate Bedside Nurse Voluntary Separation Rate
- Per Diem Voluntary Separation Rate
- Physician Voluntary Separation Rate

### ***Workforce Composition***

- Ethnically Diverse Headcount Percent
- Bedside Nurse Manager Span of Control
- Average Retirement Age
- Percent of Executives Eligible for Retirement within Five Years
- Promotion Rate

### ***Workforce Productivity and Profitability***

- Average Benefits per Employee
- Bedside Nurse Labor Cost per Hospital Bed
- Bedside Nurse Overtime Pay Percent
- Bedside Nurse Paid Time Off Days per Employee
- Bedside Nurse Per Diem Costs as a Percent of Total Costs
- Healthcare Costs per Active Employee
- Labor Cost per FTE
- Total Cost per FTE
- Bedside Nurses per Hospital Bed
- Adjusted Admissions per FTE
- Labor Cost Expense Percent

### ***Talent Acquisition***

- 90 Day Turnover Rate
- Bedside Nurse 90 Day Turnover Rate
- Bedside Nurse First Year of Service Turnover Rate
- Bedside Nurse Time to Accept
- Cost per Hire (Excluding Relocation)
- Ethnically Diverse External Hiring Percent
- Internal Hires Percent
- Offer Acceptance Rate
- Rehire Percent
- Time to Accept
- Vacancy Rate

### ***HR Cost and Structure***

- HR Costs per Employee
  - HR Headcount Ratio
  - Learning & Development Investment per Employee
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## *Sample consortium members include:*

Adventist Health System  
Advocate Health Care  
Aurora Health Care  
Barnabas Health  
Baylor Health Care System  
Baystate Health  
Beaumont Health System  
Boston Children's Hospital  
Carle Foundation  
Carolinas HealthCare System  
Catholic Health Partners  
Centura Health  
City of Hope  
Cleveland Clinic  
Cox Health

Henry Ford Health System  
Inova Health System  
Integris Health  
Intermountain Health Care  
Kaiser Permanente  
LG Health  
Mayo Clinic  
Meriter Health Services  
MidMichigan Health  
Moffitt Cancer Center  
MultiCare Health System  
NewYork-Presbyterian Hospital  
North Memorial Hospital  
Ohio Health  
Parkland Health and Hospital System

Parkview Health  
Partners Healthcare System  
Premier Health  
Saint Francis Health System  
Saint Luke's Health System  
Southcentral Foundation  
Southern Ohio Medical Center  
Sutter Health  
Texas Health Resources  
Trinity Health  
University of Michigan Health System  
University of Virginia Medical Center  
Visiting Nurse Service of New York  
West Tennessee Healthcare  
Western Connecticut Health Network

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## *To learn more, please contact:*

**Kristina Dunphy**  
(415) 398 7078  
kristina.dunphy@us.pwc.com

**Shebani Patel**  
(408) 817 7445  
shebani.patel@saratoga.pwc.com

**Ursula Pawlowski**  
(312) 422 3725  
upawlowski@aha.org