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
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 ASHHRA members

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 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

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

HR Cost and Structure
- HR Costs per Employee
- HR Headcount Ratio
- Learning & Development Investment per Employee

Sample consortium members include:

Adventist Health System
Advocate Health Care
Aurora Health Care
Barnabas Health
BayCare Health 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

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

© 2014 PricewaterhouseCoopers LLP. All rights reserved. PwC refers to the United States member firm, and may sometimes refer to the PwC network. Each member firm is a separate legal entity. Please see www.pwc.com/structure for further details. This content is for general information purposes only, and should not be used as a substitute for consultation with professional advisors.