

ASHHRA / PwC Saratoga® HR Metrics Tool



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

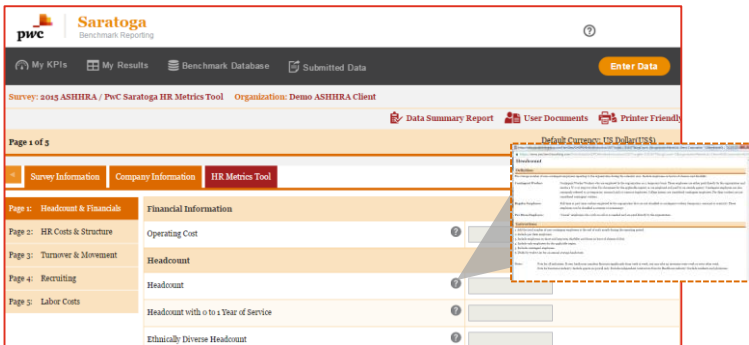
ASHHRA, in collaboration with PwC Saratoga®, formally invites its members to participate in the **HR Metrics Tool**. The mission of this collaboration is to enable ASHHRA members to benefit from PwC Saratoga®'s expertise in HR analytics and knowledge of the healthcare industry in order to obtain **relevant 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.

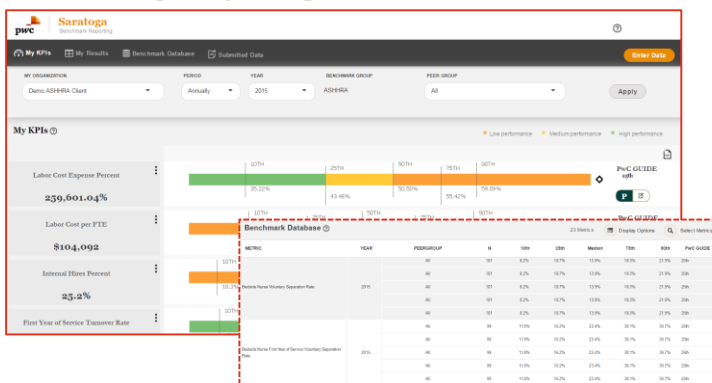
Additionally, PwC Saratoga has a deep understanding of the challenges facing HR professionals in the healthcare industry. PwC Saratoga has worked with **hundreds of leading hospitals** to benchmark HR metrics and provide thought leadership.

Saratoga® online tool:

Data entry – sample view with standard definitions



Benchmark reporting – sample views



Metrics on the survey include:

Retention and Separations

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

Workforce Diversity

- Ethnically Diverse Headcount Percent
- Ethnically Diverse External Hiring Percent

Compensation & Benefits

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

Workforce Productivity and Profitability

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

HR Cost and Structure

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

Staffing and Hiring

- Internal Hires Percent
- Cost per Hire (excluding relocation)
- Time to Accept
- Nurse Time to Accept
- Vacancy Rate
- Bedside Nurse Manager Span of Control

Pricing:

HR Metrics Tool pricing is based on organization headcount:

Headcount Size (# of employees)	Standard Fees for Members*	Standard Fees for Non-members*
Up to 2,500	\$650	\$900
2,501-3,500	\$1,200	\$1,450
3,501-5,000	\$2,250	\$2,500
5,001-7,000	\$5,500	\$5,750
7,001+	\$7,000	\$7,250

*Refers to ASHHRA Membership





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.

ASHHRA / PwC Saratoga® HR Metrics Tool

Benefits of your HR Metrics Tool membership 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

Standard	 <p>ASHHRA / PwC HR Metrics Tool Participate in the industry benchmarking survey and receive standardized scorecards and reports</p>
Additional PwC Saratoga® Benchmarking Options	 <p>Hospital Consortium Benchmarking Program Hospital systems of 4,000 employees or more can upgrade to receive a wider array of benchmarking data</p>
	 <p>Custom Results Read-out PwC workforce analytics experts can create and present a custom report of your organization's results</p>
	 <p>Visualization & Dashboards Select the right metrics to track in your organization, and visualize your data and advance your analytics</p>

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Contact us to discuss becoming an HR Metrics Tool 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

