



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.

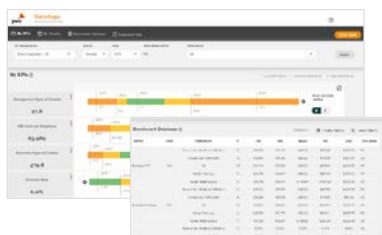
PwC Saratoga is a global leader in workforce measurement, having been in the field for over 40 years, and works with **over 600 companies** annually to support the development of a fact/evidence based framework to align HR strategy with organizational objectives.

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.

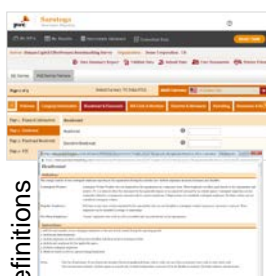


Saratoga online tool

Benchmark reporting



Data entry



Standard definitions

Mobile access



Metrics on the survey include:

**New for 2021 HR Metrics Tool*

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
- Physician Turnover Rate*
- Ethnically Diverse Employee Voluntary Separation Rate*

Workforce Diversity

- Ethnically Diverse Headcount Percent
- Ethnically Diverse External Hiring Percent
- Female Headcount Percent*
- Black or African American Headcount Percent*
- Female Executive Headcount Percent*
- Ethnically Diverse Executive Headcount Percent*
- Ethnically Diverse Employee Promotion Rate*

Workforce Productivity and Profitability

- Workforce Employees Operating Cost per FTE
- Labor Cost Expense Percent
- Nurse Overtime Pay Percent
- Percent of Employees on Leave of Absence*

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

Compensation & Benefits

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

- Take advantage of our **Automated HRIS Workflows** and **user-friendly online tool** to submit data based on our **standard definitions** and view comparisons of your results against benchmarks.
- **Peer group comparisons** provide you with the ability to evaluate your organization's performance against others in your industry.



ASHHRA / PwC HR Metrics Tools

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

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	\$675	\$935
2,501-3,500	\$1,250	\$1,510
3,501-5,000	\$2,350	\$2,610
5,001-7,000	\$5,750	\$6,010
7,001+	\$7,250	\$7,500

*Refers to ASHHRA Membership



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
- Gain access to PwC Saratoga’s proprietary web-based data collection and reporting tool
- Through our new HRIS Workflows, PwC can also calculate data for your submission on your behalf, saving your team significant time
- Access personalized reports with the ability to review data by a variety of segments

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



Contact us to discuss becoming a 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

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