PwC Saratoga® Benchmarking
Hospital Consortium Membership

Join the Revolution: HRIS Workflows!
Using de-identified employee-level data files exported directly from your HRIS solution, our new Saratoga HRIS Workflows will automatically calculate your results. These workflows can enable us to provide additional benefits, such as:

- Monthly/quarterly benchmarks
- Benchmarks for a detailed job architecture
- Benchmarks by operating location
- Benchmarks by geography e.g., metro area

And all of this will be delivered with little effort for your team!

Sample Metrics

- Bedside Nurse First Year of Service Turnover Rate
- Bedside Nurse Manager Span of Control
- 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 per FTE
- Mobility Rate
- Overtime Pay Percent
- Physician Average Tenure
- Bedside Nurse Average Tenure
- Retirement Rate
- Promotion Rate
- Time to Start
- Vacancy Rate
- Voluntary Separation Rate
- Total Well-being Incentives and Rewards Spend per Employee
- HR Revenue Percent
- Acute Care Turnover Rate

Sample Members

- Atrium Health
- Children’s Health System of Texas
- City of Hope
- Cleveland Clinic
- Geisinger Health System
- Indiana University Health
- Inova Health System
- Moffitt Cancer Center
- New York-Presbyterian Hospital
- Ohio Health Corporation
- Saint Francis Health System
- Saint Luke’s Health System
- Southern Ohio Medical Center
- Sutter Health
- Temple University Health
- Texas Health Resources
- Valley Health System
- Winthrop-University Hospital

- Take advantage of our 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 – based on attributes such as industry, headcount size, and revenue size.

Our PwC Saratoga benchmarking program analyzes talent trends in the market. You will have access to a community forum for examining unique challenges and sharing ideas with others regarding key workforce topics.

Our Benchmarking Survey measures 500+ 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.

PwC Saratoga Benchmarking brings workforce data to the hands of business leaders to help you make informed talent decisions.
Benefits of your Saratoga membership 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
- Standardized instructions for each data element
- PwC Saratoga’s proprietary web-based data collection and reporting tool and HRIS Workflows for easy data entry
- Participation in PwC’s Health and Wellness Benchmarking Survey (covering health benefits, pharmaceutical costs, and wellness programs)
- Experts and resources to support your data collection and reporting questions

**PwC Saratoga Benchmarking Program**
Participate in the PwC Saratoga US benchmarking survey and receive standardized scorecards and reports

**Industry Consortia**
Participate in a consortium focusing on a sector such as hospitals, utilities, insurance, banking, consumer packaged goods, pharmaceuticals, and semi-conductors

**‘Next Gen’ Metrics**
Metrics addressing topics relating to the future of work e.g., digital experience, well-being, gig economy, employee impact, social network platforms

**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

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

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