

MGH Performance Metrics and Core Services Report

3Q 2015

Schedule 5: Nursing Turnover, Vacancies, Net Changes

➤ **Tier 2, Physicians and Employees**

The MGH Board will analyze and provide information regarding nursing turnover rate, nursing vacancy rate, and net nursing staff change at MGH.

Turnover Rate				
Quarter	Number of Clinical RNs	Terminated		Rate
		Voluntary	Involuntary	
4Q 2014	541	12	6	3.33%
1Q 2015	534	9	6	2.81%
2Q 2015	536	13	5	3.36%
3Q 2015	522	32	6	7.28%

Vacancy Rate									
Period	Per Diem Postings	Benefited Postings	Per Diem Hires	Benefited Hires	Benefited Headcount	Per Diem Headcount	Total Headcount	Benefited Vacancy Rate	Per Diem Vacancy Rate
4Q 2014	12	34	2	9	402	139	541	8.46%	8.63%
1Q 2015	13	53	3	7	412	122	534	12.86%	10.66%
2Q 2015	26	79	2	22	419	117	536	18.85%	22.22%
3Q 2015	40 30	101 77	3	23	424	98	522	23.82% 18.16%	40.82% 30.61%

Hired, Termed, Net Change			
Period	Hired	Termed	Net Change
4Q 2014	11	18	(7)
1Q 2015	10	15	(5)
2Q 2015	24	18	6
3Q 2015	26	38	(12)