



Information Only

To: CEOs, Member Hospitals & Health Systems (CC's Below):

QUICK SUMMARY

- **RN vacancy rate** drops to **2.8 percent** -- **seventh consecutive yearly drop** from the high of 9.9 percent recorded in 2002.
- **Lower RN turnover** appears to be associated with the continuing drop in vacancy rates.
- **No change, however, in forecast for long-run shortages** as nurses begin to reach retirement. ■

MHA/MONE REPORT OF 2009 HOSPITAL NURSE STAFFING ISSUES SURVEY

The Massachusetts Hospital Association (MHA) and the Massachusetts Organization of Nurse Executives (MONE) conducted a survey of acute care and specialty hospitals in December 2009 to assess the current status of the hospital-based nursing employment marketplace in the commonwealth.

The survey is one piece of a multi-part MHA and MONE strategy to address healthcare workforce needs and to advance the continuous improvement of patient care. The *PatientCareLink* leadership platform includes a commitment to building a plentiful and committed workforce through hospital-based initiatives and strategic partnerships.

Among the key findings of the 2009 MHA-MONE survey are:

- The overall **Registered Nurse (RN) vacancy rate** in November 2009 was **2.8 percent**, representing the **seventh consecutive yearly drop** from the high of 9.9 percent recorded in 2002. General economic conditions, among other factors, appear to be driving the vacancy rate to among the lowest ever recorded in the 22 years that we've collected data on this subject. **Lower RN turnover** appears to be associated with the continuing drop in vacancy rates. There is **no change, however, in the forecast for long-run shortages** as large numbers of nurses are beginning to reach retirement age.
- **Vacancy rates were uniformly low across all regions of the state and across both acute care and specialty hospitals.** While rates for LPNs and CNAs remain higher than RN vacancy rates, they too have dropped considerably.
- There has been a **dramatic drop in vacancy rates for "off-shifts."** For the first time since we've studied vacancy rates by shift, the "off-shift" rates were below rates for normal day shifts.

These and [other highlights may be found here.](#)

The complete report is being mailed under separate cover to V.P.s/Directors of Nursing and V.P.s/Directors of

Human Resources.

Please direct any questions to me at 781-262-6054 or dsmith@mhalink.org. ■

Colleagues: This MHA Advisory is in our new format. There's a Quick Summary at the top containing the gist of the e-mail, and either an "**Information Only**" or "**Action Needed**" tag to help you sort our communications. Check to see this bulleted, streamlined formatting on our other publications and let us know what you think by contacting MHA Publications Director [John LoDico](#).

CC:

V.P./Directors, Nursing, V.P./Director, Human Resources;
V.P./Director, Public Relations, V.P./Director, Government Relations

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