

R.N. VACANCY/TURNOVER STUDY

October 1981 - April 1982

MHRU 82:7

Prepared by:

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R.N. VACANCY/TURNOVER SURVEY

Summary of Reported Information for the October 1981 to January 1982 and January to April 1982 Reporting Periods

Background

Following discussions with the Nurse Administrators' Association and other interested persons in 1981, it was agreed that two dimensions be added to the Difficult-to-Fill survey: firstly, a snapshot of R.N. vacancies at a single point in time, expressed as a ratio of total positions; secondly, a measure of turnover, the number of positions filled during a period of time, expressed as a ratio of the average number of available positions in that same period.

Data collection commenced in April of 1981 on a trial basis with a mailing to a study population of 88 acute care hospitals in British Columbia. In October, a sub-sample was selected of 52 actively participating hospitals which were judged to be representative both geographically and by size of hospital, of the total group.

Data has been collected in three-month periods and is now available for October 1981 to January 1982 and for January to April 1982. The initial results are described herein.

Results

Response rates have been calculated by region and by size of facility (Table 1). Almost 80 percent have returned the data forms for both reporting periods. As can be seen, hospitals with over 400 beds and those in the GVRD have not responded as well as have other groups. Facilities with 100-199 beds are also underrepresented.

(a) Vacancy Rates

Vacancy rates are described at three points in time -- Oct. 15 of 1981, and Jan. 15 and Apr. 15 of 1982. This data is shown in Figure 1, with full-time positions on the left and part-time on the right. With the exception of "combined skills" and "other," the disciplines are arranged in descending order of number of available positions, (i.e. total positions, both filled and vacant). The results confirm the findings of the Difficult-to-Fill survey in which general nursing, medicine, surgery, psychiatry, and intensive care have had the largest volumes of difficult-to-fill vacancies. This study indicates that obstetrics and emergency have also had large vacancy rates, although appreciable numbers of difficult-to-fill positions have not been reported in these two areas.

In general, vacancy rates have diminished markedly over time, although appreciable numbers of vacancies (3 - 5 full-time per 100 available positions) remained on April 15 of the current year in

combined skills, medicine, intensive care, psychiatry, and emergency. The large April vacancy rate for part-time administration positions was a result of the relatively small number of available positions inflating the figure.

(b) Turnover Rates

Turnover rates are defined as the number of times an average position is filled over a given period of time. These are shown in Figure 2. In the October to January period, the turnover rates for full-time positions were close to 15 per 100 positions for surgery and from 9 to 12 for psychiatry, medicine, and obstetrics. For part-time positions, the rates ranged from 12 to 15 per 100 positions for medicine, emergency, and pediatrics during that same period. In the following period, January to April 1982, the rates declined significantly, remaining highest for full-time positions in combined skills, medicine, obstetrics, intensive care, and emergency, and for part-time in combined skills, surgery, operating room, and psychiatry.

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Table 1: Response Rates for October 1981 to January 1982, and January to April 1982
Reporting Periods

	Originally Surveyed	Reduced Sample	Returned Both Forms	
	<u>N</u>	<u>N</u>	<u>N</u>	<u>%</u>
<u>BY REGION:</u>				
GVRD	13	8	4	50.0
Capital	4	3	2	66.7
Fraser Valley	6	3	2	66.7
Okanagan	8	3*	3	100.0
South-East	17	10	9	90.0
Island Coast	15	8	7	87.5
Central	9	5	4	80.0
North Central	12	8	7	87.5
North	4	4	3	75.0
Total	88	52	41	78.8
<u>BY SIZE OF HOSPITAL (Rated Beds)</u>				
400 +	11	6	2	33.3
300 - 399	3	3	2	66.7
200 - 299	11	8	7	87.5
100 - 199	16	9	5	55.6
50 - 99	12	6	5	83.3
< 50	35	20	20	100.0
Total	88	52	41	78.8

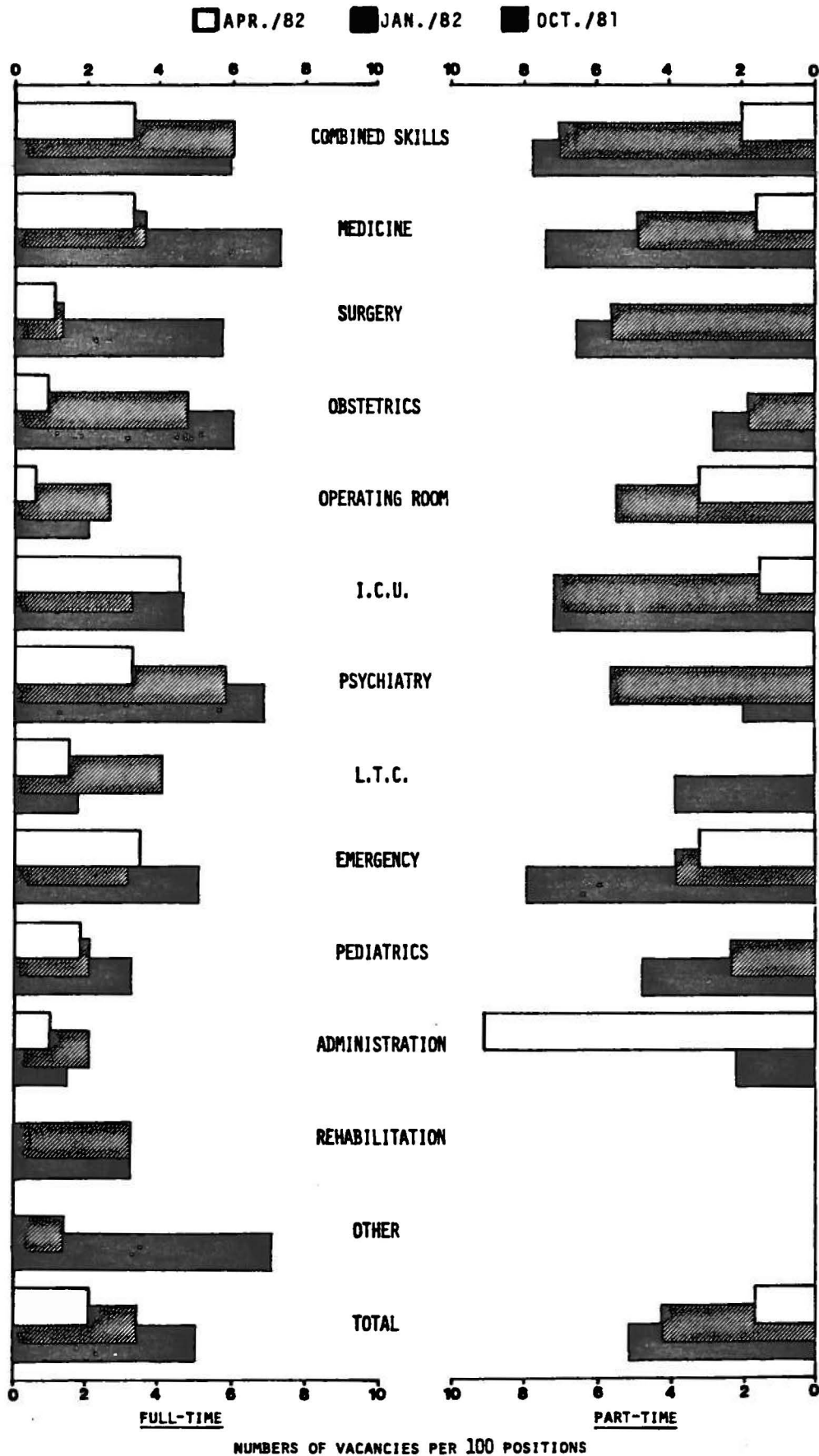
* Classification error resulted in under 50% being selected from this group.

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FIGURE 1: NUMBER OF VACANCIES PER 100 AVAILABLE POSITIONS, BY DISCIPLINE, MONTH, AND FULL OR PART-TIME STATUS, B.C. HOSPITALS, OCTOBER 1981 TO APRIL 1982, INCLUSIVE.



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FIGURE 2: NUMBER OF POSITIONS FILLED PER 100 AVERAGE, AVAILABLE POSITIONS, BY DISCIPLINE, PERIOD OF TIME, AND FULL OR PART-TIME STATUS, OCTOBER 1981 TO APRIL 1982, INCLUSIVE.

