Florida Center for Nursing's 2015 Statewide Nurse Employer Survey: Hospices

FCN Florida Center for Nursing

The Florida Center for Nursing is working to address the nurse workforce needs in our state and we need your help in order to effectively plan for the future. We are asking administrators in each of our state's hospices to complete this brief survey describing your current and future need for nursing personnel. Your responses are <u>completely confidential</u>. We will combine responses from all facilities and report aggregate findings (statewide and regional results) only.

Thank you for your participation!

1. This section will help us understand your facility's current and future need for nursing personnel. Please report on the **number of employees**. Please do **not** include per diem staff, contract/agency nurses, or other temporary personnel in these counts. Enter "0" if you have no employees of a given type. (A rough estimate would be helpful if exact numbers are not known. This will help us project employment growth in your industry.) **New Positions** are positions that do not currently exist, but are expected be created over the next year (perhaps due to expansion or increased personnel need).

	# of **full-time** employees on **06/30/15**	# of **part-time** employees on **06/30/15**	# of **vacant positions being actively recruited** on 06/30/15		# of **positions filled** between **7/01/14 and 06/30/15**		# of **separations†** between **07/01/14 and 06/30/15**	# of **NEW** positions you **intend to create** over the next year **(through 06/30/16)**	
			full-time	part-time	full-time	part-time		full-time	part-time
a. RNs (Direct Care)									
b. RNs (Indirect Care)									
c. ARNPs									
d. LPNs									
e. CNAs									

†Please report the number of employees who left your facility either voluntarily or involuntarily. Do not count those who moved from one position to another within your facility, or persons hired but never reporting for work. Please include both full and part-time permanent employees.

2. How many per diem, agency, or other temporary nurses did your facility employ **as of 06/30/15**? Include all nurses not counted as part of the facility's permanent, regularly scheduled employees. Enter "0" if none.

	Per Diem (# **workers**)	Contract/Agency/ Traveling (# **FTEs**)
a. RNs (Direct Care)		
b. RNs (Indirect Care)		
c. ARNPs		
d. LPNs		
e. CNAs		

3. What is the maximum number of hours per week that is considered **part-time** in your organization? _____ hours

Nurse Residency Programs (Program that bridges the gap from student to practitioner <u>or</u> from one area of practice to another)

4. Do you have a nurse residency program?

☐ Yes   ☐ No **(skip to #7)**

5. How long is the program?   _____ weeks

6. Is the participant receiving full salary?   ☐ Yes   ☐ No

Hiring New Graduates

7. How many of the LPN positions filled in the last year were new graduates? _____

8. How many of the RN positions filled in the last year were new graduates? _____

9. Do you preferentially hire new graduate BSNs?

☐ Yes   ☐ No

«ID»

Recruitment		
10. Which positions were difficult to fill in the **past year** (07/01/14 to 06/30/15)?	**Check if Yes (✔)**	**Average number of weeks to fill these positions**
Nurse Aides / Direct Care Assistants		
LPNs		
Inpatient Staff RNs		
Home Hospice Staff RNs		
In-service Educators		
Quality Control Nurses		
Infection Control Nurses		
Nurse Administrators		
Patient Care Managers/Coordinators		
Project Coordinators		
Nurse Practitioners		
Nurse Informaticists		
Other: _____		

Education
12. Within what timeframe do you require ADNs to attain a BSN? _____ Years ☐ Not a Requirement
13. Is support provided for nurses to achieve advanced degrees or certificates? (ADN to BSN, Master's, Doctoral, certifications) ☐ Yes ☐ No (**skip to #15**)
14. What type of support is provided? Select all that apply. ☐ Tuition reimbursement ☐ Flexible Schedule ☐ Scholarship ☐ Other _____
15. Do you have a pay differential for advanced academic degrees? ☐ Yes (Select all that apply): ☐ BSN ☐ MSN ☐ Doctorate ☐ No
16. Do you have a pay differential for national certifications? ☐ Yes ☐ No

11. In your opinion, is actual need greater than, equal to, or less than the number of budgeted positions?			
a. RNs	☐ Greater	☐ Equal	☐ Less
b. LPNs	☐ Greater	☐ Equal	☐ Less
c. CNAs	☐ Greater	☐ Equal	☐ Less

Given the healthcare environment, what are some of the **key emerging roles** for nursing in your facility? (e.g. Care Coordinator, Navigator, Transition Care Nurse)	
Title	**Required Education Credentials**
17.	
18.	
19.	
20.	

**Thank you for helping us better understand your nursing needs. Please complete this survey today and email it to
Marie Prosper at marie.prosper@ucf.edu.**