

Date: 2026-01-15 | Author: Tom Henderson

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## HUMAN RESOURCES ? Q1 STAFFING REPORT

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STAFFING STATUS: FULLY STAFFED ? ALL POSITIONS FILLED

### EXECUTIVE SUMMARY:

Our comprehensive hiring campaign launched in October 2025 has been an outstanding success. As of January 15, 2026, nursing staff levels are at 100% capacity across all shifts and all departments. We have eliminated the need for agency/travel nurses entirely, resulting in projected savings of \$1.2 million annually.

### RECRUITMENT RESULTS:

- Total new hires: 67 registered nurses, 23 licensed practical nurses, 12 nursing assistants
- Positions filled: 102 of 102 budgeted positions (100%)
- Average time-to-fill: 28 days (industry average: 49 days)
- Offer acceptance rate: 89% (industry average: 72%)

### RETENTION IMPROVEMENTS:

New retention initiatives have reduced turnover to 8.2% annualized, compared to the industry average of 18.4%. Key initiatives include:

- Sign-on bonuses of \$5,000-\$15,000 depending on specialty
- Tuition reimbursement program (84 nurses enrolled)
- Flexible scheduling options adopted by 71% of nursing staff
- New mentorship program pairing experienced nurses with new hires

### SHIFT COVERAGE ANALYSIS:

All units report adequate coverage for all three shifts:

- Day shift (7a-3p): 100% coverage, 0 open positions
- Evening shift (3p-11p): 100% coverage, 0 open positions
- Night shift (11p-7a): 100% coverage, 0 open positions
- Weekend coverage: 100% through the new weekend warrior premium pay program

We do not anticipate needing agency nurses at any point during Q1 2026.

### CONCLUSION:

This is the first time in 4 years that the hospital has achieved full nursing staff capacity. This achievement reflects the effectiveness of our new compensation packages and work-life balance initiatives.

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