# 2022 HR Metrics Tool with 31 metrics!

## Retention and Separations
- Turnover Rate
- Voluntary Separation Rate
- Bedside Nurse Voluntary Separation Rate
- First Year of Service Turnover Rate
- Bedside Nurse First Year of Service Voluntary Separation Rate
- Average Tenure
- Physician Turnover Rate
- Ethnically Diverse Employee Voluntary Separation Rate

## Workforce Productivity and Profitability
- Workforce Employees Operating Cost per FTE
- Labor Cost Expense Percent
- Nurse Overtime Pay Percent
- Percent of Employees on Leave of Absence

## Staffing and Hiring
- Internal Hires Percent
- Cost per Hire (excluding relocation)
- Time to Accept
- Nurse Time to Accept
- Vacancy Rate
- Bedside Nurse Manager Span of Control

## Workforce Diversity
- Ethnically Diverse Headcount Percent
- Ethnically Diverse External Hiring Percent
- Female Headcount Percent
- Black or African American Headcount Percent
- Female Executive Headcount Percent
- Ethnically Diverse Executive Headcount Percent
- Ethnically Diverse Employee Promotion Rate

## HR Cost and Structure
- HR Costs per Employee
- HR Headcount Ratio
- Learning & Development Investment per Employee

## Compensation & Benefits
- Labor Cost per FTE
- Average Benefits per Employee
- Healthcare Costs per Active Employee

## Register Now!
Contact us at: saratoga@pwc.com