

**PwC Saratoga Benchmarking brings workforce data to the hands of business leaders to help you make informed talent decisions.**

ASHHRA, in collaboration with PwC Saratoga, formally invites its members to participate in the **HR Metrics Tool**. The mission of this collaboration is to enable ASHHRA members to benefit from PwC Saratoga's expertise in HR analytics and knowledge of the healthcare industry in order to obtain **relevant benchmarks** for workforce and HR metrics.

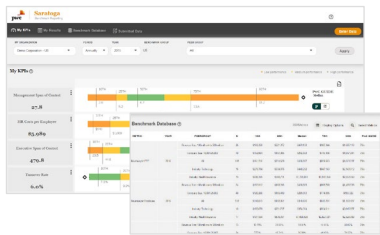
PwC Saratoga is a global leader in workforce measurement, having been in the field for over 40 years, and works with **over 600 companies** annually to support the development of a fact/evidence based framework to align HR strategy with organizational objectives.

Additionally, PwC Saratoga has a deep understanding of the challenges facing HR professionals in the healthcare industry. PwC Saratoga has worked **with hundreds of leading hospitals** to benchmark HR metrics and provide thought leadership.

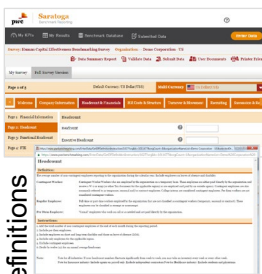


### Saratoga online tool

Benchmark reporting



Data entry



Standard definitions

Mobile access



### Metrics on the survey include:

#### Retention and Separations

- Turnover Rate
- Voluntary Separation Rate
- Nurse Voluntary Separation Rate
- First Year of Service Turnover Rate
- Nurse First Year of Service Voluntary Separation Rate
- Average Tenure
- Physician Turnover Rate\*
- Ethnically Diverse Employee Voluntary Separation Rate\*

#### 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\*

#### 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\*

#### HR Cost and Structure

- HR Costs per Employee
- HR Headcount Ratio
- Learning & Development Investment per Employee

#### 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

#### Compensation & Benefits

- Labor Cost per FTE
- Average Benefits per Employee
- Healthcare Costs per Active Employee

\*Added in 2021

- Take advantage of our **Automated HRIS Workflows** and **user-friendly online tool** to submit data based on our **standard definitions** and view comparisons of your results against benchmarks.
- **Peer group comparisons** provide you with the ability to evaluate your organization's performance against others in your industry.



# ASHHRA/ PwC HR Metrics Tools

Participate in the industry benchmarking survey and receive standardized scorecards and reports

HR Metrics Tool pricing is based on organization headcount:





Headcount Size (# of employees)	Standard Fees for Members*
Up to 4,999	\$1,500

\*Refers to ASHHRA Membership



## Benefits of your HR Metrics Tool Membership include:

- Gain a better understanding of the HR function including areas of strength and opportunities for improvement
- Consistently measure metrics significant for the healthcare industry
- Benchmark directly with your health care peers in a confidential manner
- Gain access to PwC Saratoga’s proprietary web-based data collection and reporting tool
- Through our new HRIS Workflows, PwC can also calculate data for your submission on your behalf, saving your team significant time
- Access personalized reports with the ability to review data by a variety of segments

Standard	Additional PwC Saratoga® Benchmarking Options		
 <p><b>ASHHRA/PwC HR Metrics Tool</b></p> <p>Participate in the industry benchmarking survey and receive standardized scorecards and reports</p>	 <p><b>Hospital Consortium Benchmarking Program</b></p> <p>Hospital systems of 4,000 employees or more can upgrade to receive a wider array of benchmarking data</p>	 <p><b>Custom Results Read-out</b></p> <p>PwC workforce analytics experts can create and present a custom report of your organization’s results</p>	 <p><b>Visualization &amp; Dashboards</b></p> <p>Select the right metrics to track in your organization, and visualize your data and advance your analytics</p>



## Contact us to discuss becoming a HR Metrics Tool member!

Inquire to learn more about our other services such as dashboards, HR assessments, workforce surveys, advanced talent/predictive analytics, and people analytics capability development

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