

PwC Saratoga® Benchmarking Hospital Consortium Membership



Upgrade Option



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

Our PwC Saratoga benchmarking program analyzes **talent trends** in the market. You will have access to a **community forum** for examining unique challenges and sharing ideas with others regarding key workforce topics.

Our Benchmarking Survey measures **600+ metrics** related to areas such as organizational effectiveness, turnover, staffing efficiencies, and HR costs and structures –comprising the **largest database** of workforce-related benchmarks across industries.

Join the Revolution: HRIS Workflows!

Using de-identified employee-level data files exported directly from your HRIS solution, our new Saratoga HRIS Workflows will automatically calculate your results. These workflows can enable us to provide additional benefits, such as:

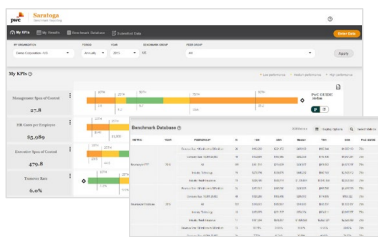
- Monthly/quarterly benchmarks
- Benchmarks for a detailed job architecture
- Benchmarks by operating location
- Benchmarks by geography e.g., metro area

And all of this will be delivered with **little effort** for your team!

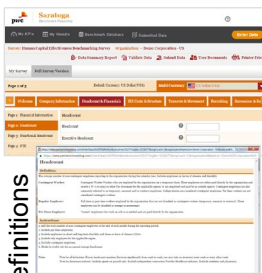


Saratoga online tool

Benchmark reporting



Data entry



Standard definitions

Mobile access



Sample Metrics

- Bedside Nurse First Year of Service Turnover Rate
- Bedside Nurse Manager Span of Control
- Bedside Nurse Turnover Rate
- Bedside Nurse Vacancy Rate
- Bedside Nurse Voluntary Separation Rate
- Cost per Hire (Excluding Relocation)
- Ethnically Diverse Employee Voluntary Separation Rate
- First Year of Service Turnover Rate
- HR Costs per Employee
- HR Headcount Ratio
- Labor Cost per FTE
- Mobility Rate
- Overtime Pay Percent
- Physician Average Tenure
- Acute Care Turnover Rate
- Bedside Nurse Average Tenure
- Retirement Rate
- Promotion Rate
- Time to Start
- Vacancy Rate
- Voluntary Separation Rate
- Total Well-being Incentives and Rewards Spend per Employee
- HR Revenue Percent



Sample Members

- Atrium Health
- Children's Health System of Texas
- City of Hope
- Cleveland Clinic
- Geisinger Health System
- Indiana University Health
- Inova Health System
- Moffitt Cancer Center
- New York-Presbyterian Hospital
- Ohio Health Corporation
- Saint Francis Health System
- Saint Luke's Health System
- Southern Ohio Medical Center
- Temple University Health
- Texas Health Resources

- Take advantage of our **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 – based on attributes such as industry, headcount size, and revenue size.



Participate in an industry benchmarking survey covering 600+ metrics at a discounted price for ASHHRA members

Hospital Consortium upgrade pricing is based on the below:

<i>Criteria</i>	<i>Standard Fees</i>
ASHHRA Members	\$12,000



Benefits of your Saratoga membership include:

- Participation in the annual hospital HR/workforce benchmarking survey, focusing on over 60 hospital-related metrics
- Industry-leading benchmarking services, reports, and data specific to the hospital industry
- Standardized instructions for each data element
- PwC Saratoga's proprietary web-based data collection and reporting tool and HRIS Workflows for easy data entry
- Participation in PwC's Health and Wellness Benchmarking Survey (covering health benefits, pharmaceutical costs, and wellness programs)
- Experts and resources to support your data collection and reporting questions



PwC Saratoga Benchmarking Program

Participate in the PwC Saratoga US benchmarking survey and receive standardized scorecards and reports



Industry Consortia

Participate in a consortium focusing on a sector such as hospitals, utilities, insurance, banking, consumer packaged goods, pharmaceuticals, and semi-conductors



'Next Gen' Metrics

Metrics addressing topics relating to the future of work e.g., digital experience, well-being, gig economy, employee impact, social network platforms



Answers on Demand

Launch mini research projects that are personalized and will help you answer unique talent management question



Surveys on Demand

Create at least one pulse survey of member organizations each year



Contact us to discuss becoming a Saratoga® Benchmarking 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

Shebani Patel

(408) 910 6456
shebani.patel@pwc.com

Talia Rozensher

(516) 382 2278
talia.rozensher@pwc.com

Mathieu Kouamé

(312) 543 8286
mathieu.kouame@pwc.com