

JOINT LEGISLATIVE OVERSIGHT COMMITTEE
ON HEALTH AND HUMAN SERVICES

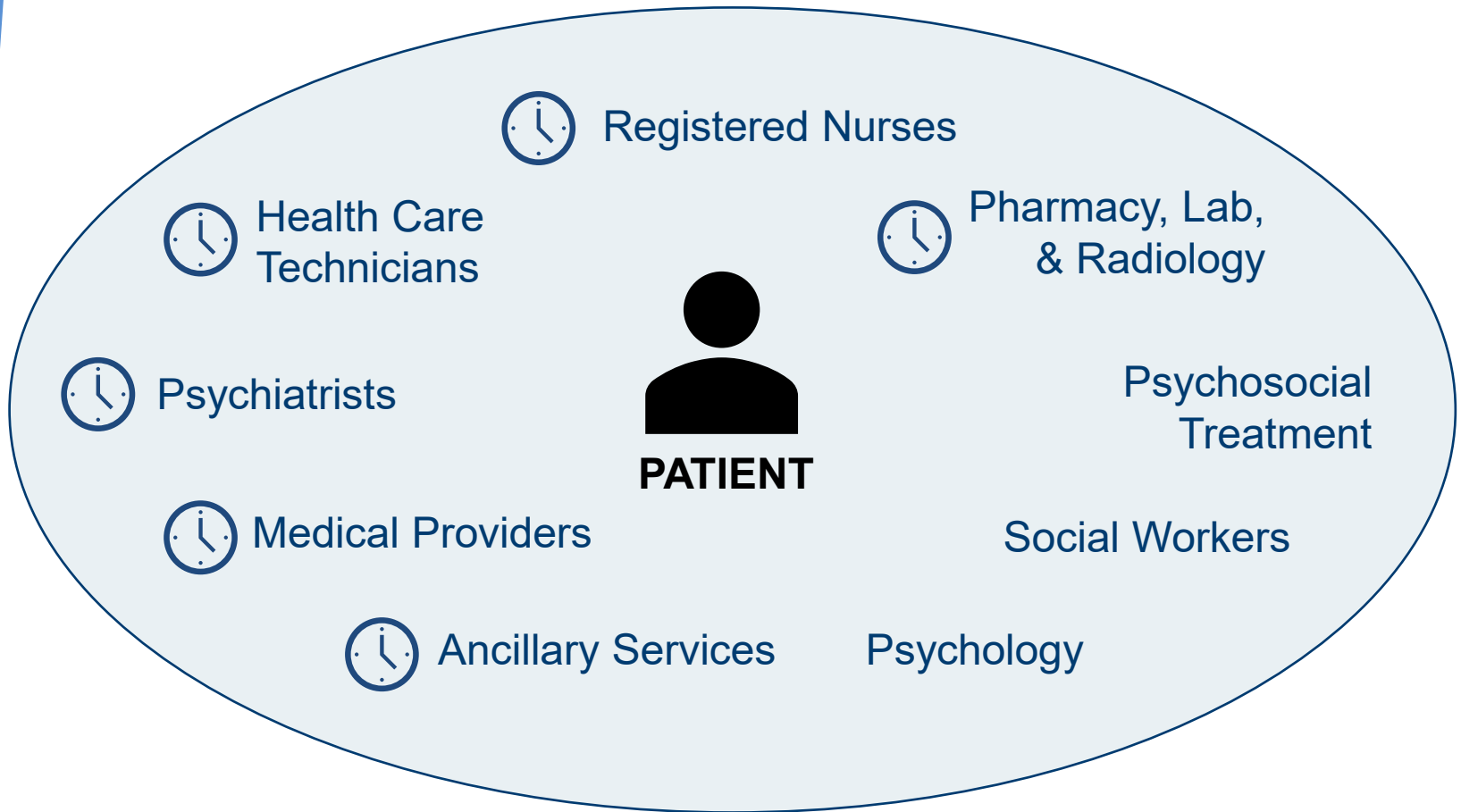
NC Department of Health and Human Services

State Operated Healthcare Facilities

Mark Benton
Chief Deputy Secretary

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What Staff is Needed to Provide Good Patient Care



Hospitals Struggle with High Rates of Vacancy and Turnover

	Vacancy Rate (# Vacancies)	Turnover Rate
Broughton	32% (499)	46%
Central Regional	32% (579)	31%
Cherry	24% (332)	30%

- Turnover rate has improved slightly from what was reported in February 2023 JLOC mtg (42%)
- Vacancy rate has worsened a bit (30.1%)
- Hospitals are still very dependent on temps – especially for nursing (RNs, CNAs) and medical staff. 50% of these vacancies covered by temps.

Staffing is Limiting Our Impact

	Beds	Staffed Beds	Unstaffed Beds
Broughton	265	170	95
Central Regional	370	274	96
Cherry	259	154	105
Total	894	598	296

- 34% beds not in service due to lack of staff
- 225 people on wait list on average (*down from 253 from February 2023 JLOC meeting*)

SOURCE: HEARTS, DSOHF's bed census system

Recent Initiatives Are Helping

- **Higher Pay**
 - Legislative Increases
 - Sign-On Bonuses
 - Retention Bonuses
 - Labor Market Adjustment Reserve (LMAR)

- **Early Signs of Success**
 - Increase in applicants
 - Slight decline in turnover rate

Challenges Still Remain

- **Competitive Pay**
 - Salaries are below community opportunities
 - Licensed staff hired through private staffing agencies are paid more than full time employees
- **Staff Burnout**