

The Hospital Nurse Staffing Survey (HNSS) assesses the size and effects of the nursing shortage in hospitals, Texas' largest employer of nurses. During the spring and summer of 2022, the Texas Center for Nursing Workforce Studies (TCNWS) administered the HNSS to the Chief Nursing Officers/Directors of Nursing of 657 Texas hospitals. These included for-profit, nonprofit, public, and Texas Health and Human Services Commission-operated hospitals, as well as hospitals linked to academic institutions; military hospitals were not surveyed. The facilities surveyed were general acute care, psychiatric, special, and rehabilitation hospitals; outpatient or community-based clinics were not included. Respondents provided data for 333 hospitals for a response rate of 50.7%. It is important to note that between the 2019 and 2022 HNSS, the COVID-19 pandemic occurred.

This report summarizes the various measures reported in the HNSS reports as they pertain to state hospitals in Texas. The salient findings presented here highlight points of concern and differences between state hospital nurse staffing measures and those of non-state hospitals.

State Mental Health Facility Characteristics

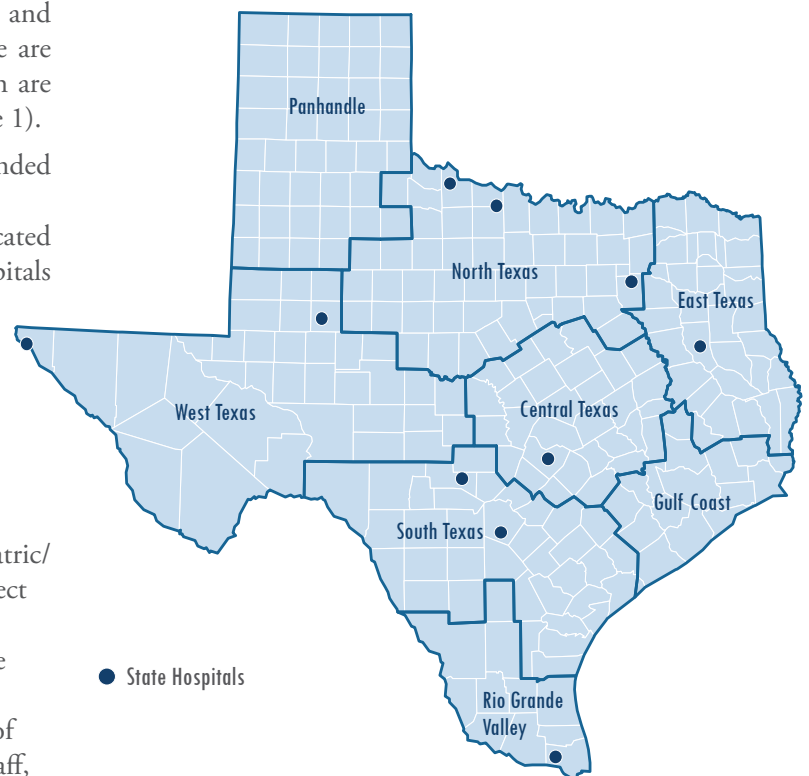
State hospitals are inpatient mental health facilities operated using public funds from the State of Texas and controlled by an agency of state government. There are 9 state hospitals (1 of which has 2 campuses) which are located in 6 of the 8 public health regions (see Figure 1).

- 7 out of 9 (77.8%) state hospital facilities responded to the 2022 HNSS.
- 3 of the responding state hospitals were located in metropolitan, non-border counties. 2 hospitals were in metropolitan, border counties and 2 were in non-metropolitan, non-border counties.
- Among responding state hospitals, there were a total of 772 staffed beds.

Staffing

- The hospitals reported recruiting only psychiatric/mental health/substance abuse and other direct patient care registered nurse (RN) positions.
- All responding hospitals reported the average length of vacancies to be greater than 60 days.
- 1 hospital reported a decrease in the number of budgeted direct patient care RN FTEs on staff, and 6 hospitals reported no change.

Figure 1. State hospitals in Texas



Vacancy and Turnover

Table 2 compares position vacancy rates in responding state hospitals to those in non-state hospitals.

- The position vacancy rates in state hospitals are higher for all nurse types except APRNs.

Table 2. Vacancy rates in state hospitals and non-state hospitals

	State Hospitals		Non-State Hospitals	
	n	Position Vacancy Rate	n	Position Vacancy Rate
RNs	6	31.0%	279	17.5%
APRNs	4	4.5%	123	12.6%
LVNs	6	28.5%	227	22.6%
NAs	4	28.5%	254	16.3%

n=number of hospitals that reported each nursing staff type

Figure 2 shows that the position vacancy rate for RNs, LVNs, and NAs in responding state hospitals increased by at least 15 percentage points between 2019 and 2022, while the rate for APRNs decreased.

Figure 2. Position vacancy rates in state hospitals, 2012-2022

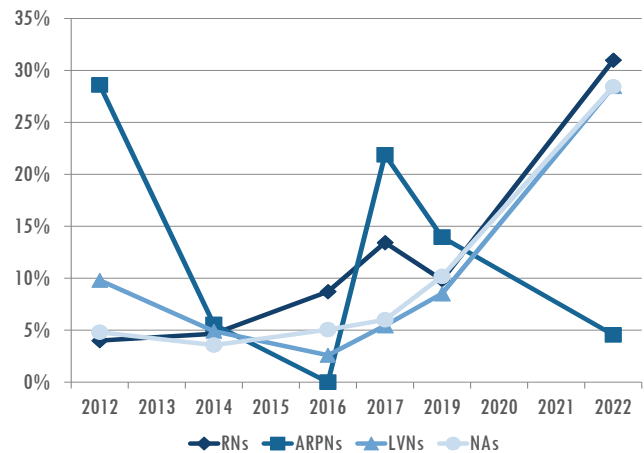


Table 3 shows turnover rates by nurse type in responding state and non-state hospitals.

- Turnover was higher at state hospitals among RNs, LVNs, and NAs.

Table 3. Turnover rates in state hospitals and non-state hospitals

	State Hospitals		Non-State Hospitals	
	n	Median Facility Turnover Rate	n	Median Facility Turnover Rate
RNs	6	30.8%	254	28.3%
APRNs	4	0.0%	117	0.0%
LVNs	6	43.6%	191	18.2%
NAs	4	55.4%	218	34.0%

n=number of hospitals that reported each nursing staff type

Conclusion

7 out of 9 (77.8%) state hospital facilities responded to the 2022 HNSS. The hospitals reported recruiting only psychiatric/mental health/substance abuse and other direct patient care RN positions. 1 hospital reported a decrease in the number of budgeted direct patient care RN FTEs on staff, and 6 hospitals reported no change.

Overall, vacancy and turnover rates for nurses in state hospitals increased from 2019 and continue to be higher for state hospitals than non-state hospitals. The position vacancy rate for RNs in responding state hospitals was 31.0%, for LVNs was 28.5%, for NAs was 28.5%, and for APRNs was 4.5%. The median facility turnover rate for RNs in responding state hospitals was 30.8%, for LVNs was 43.6%, for NAs was 55.4%, and for APRNs was 0%.

