


2022 Labor Cost Study

IN COMMUNITIES THROUGHOUT NEW HAMPSHIRE, HOSPITALS ARE ALWAYS THERE, CARING FOR ALL PEOPLE 24 HOURS A DAY, 7 DAYS A WEEK, 365 DAYS A YEAR.

HOSPITALS IN NEW HAMPSHIRE

Source: American Hospital Association, Hospital Statistics (2020 data)



115,000
PATIENTS ADMITTED

Provide care for over 115,000 patients that are admitted, accounting for more than 623,000 patient days.



12,300
BABIES

Welcome 12,300 babies into the world.



670,000
EMERGENCY DEPARTMENT PATIENTS

Treat more than 670,000 patients in their emergency departments.

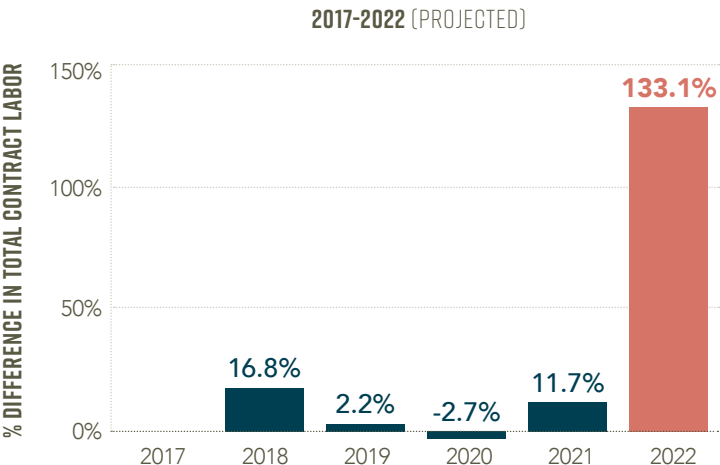
4.8 million visits

Provide an additional 4.8 million visits for outpatient services to individuals. (Outpatient services can include diagnostic procedures, ambulatory surgeries, diagnostic imaging, and clinic visits.)

HOSPITAL WORKFORCE SHORTAGE & LABOR COSTS

Personnel shortages exist across the spectrum, from nurses and licensed nursing assistants (LNAs) to medical technicians and respiratory therapists. Prior to the pandemic in October of 2019, hospitals were showing a 9% vacancy rate for all nurses, but that number has skyrocketed to 18% earlier this year. For LNAs, the vacancy rate more than doubled from 10% in 2019 to 21% in 2022. Hospitals are increasingly reliant on contracted labor to ensure they have sufficient staff to deliver quality patient care. In 2019, NH hospitals engaged 324 contracted FTEs to deliver patient care. In 2022, that number more than doubled to 819 contracted FTEs to maintain operations. **Even taking into account contract labor to fill empty positions, hospitals reported a vacancy rate of over 10% across all positions in April 2022.**

CONTRACT LABOR DOLLARS YEAR OVER YEAR GROWTH




↑133.1%

HOSPITALS HAVE SEEN ASTRONOMICAL INCREASES IN CONTRACTED LABOR COSTS THAT ARE UNSUSTAINABLE AND THREATEN THE FINANCIAL SECURITY OF OUR HOSPITALS.



Doubled

VACANCIES CLIMBING

Low unemployment rates and unprecedented health care workforce openings. Hospital staff vacancy rates have doubled since 2017.



\$300 million

IN CONTRACT LABOR

NH hospitals expect to spend over \$300 million in 2022 on contract labor.

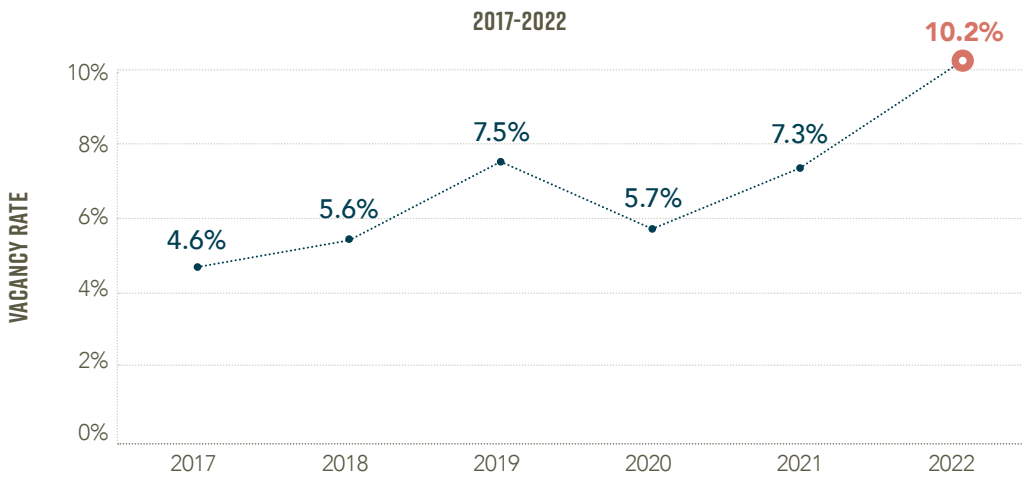


\$4.1 billion

TOTAL LABOR COST

Total labor costs for 23 of New Hampshire's acute care hospitals in 2022 is \$4.1 billion up from \$3.7 billion in 2021.

STATEWIDE HOSPITAL VACANCY RATES INCLUDING CONTRACTED LABOR



57%

Staffing costs represent 57% of Total Operating Expenses in 2022 (Projected)

CALL TO ACTION

Expand efforts focused on workforce sustainability, retention and growth through joint statewide projects that bring multi-disciplinary groups together for collaboration and coordination.

Support for professional, licensed staff to work at the top of their scope of practice by examining gaps and barriers in statute and regulations.

Ensure adequate, fair, and timely reimbursement for hospital services provided, and remove barriers such as administrative burdens created by regulatory and payor requirements so that staff can spend more time with their patients and at the bedside.

Push for federal studies into travel staffing agency contracting practices.

Advocate for federal resources to focus on current workforce needs including recruitment, retention, and support and on future innovative solutions.