



MICHIGAN HEALTH & HOSPITAL ASSOCIATION

SERVICE CORPORATION 

**MHA
TURNOVER AND VACANCY RATE
REPORT**

**Presented By:
Neil A. Mac Vicar and Tony VanDam
MHA Unemployment Compensation Program**

With the assistance of a member focus group, the MHA (Michigan Health and Hospital Association) Unemployment Compensation Program [UCP] maintains the web-based “Employee Turnover and Vacancy Rate Report.” All Michigan health care employers are encouraged to participate in this program. The MHA developed this report/survey and currently shares participation with Idaho, Iowa and Nebraska. Comprehensive participation by the health care community will continue to ensure an accurate and thorough database.

This report allows health care employers to instantaneously track and measure employee turnover and vacancy rates within the organization as a whole, and also in specifically designated occupational groups — nursing, radiology technician, pharmacist, medical technician, coder/abstractor, certified nurse assistant, respiratory therapist, radiation therapist, physician assistant, surgical technician, medical assistant, and patient accounting. The report allows health care employers to track their own turnover and vacancy rates. Health care employers then can immediately compare their rates against other health care employers statewide, by geographical region, by peer group, by number of employees, or by a “system-wide” roll-up. There is also a “Three Year Summary Report” produced in Microsoft Excel.

The Turnover Report is a free service to all UCP members. Individual health care employers that are not members of the UCP can access the report for an annual fee. Please contact Neil MacVicar if you have any questions or need more information. Neil’s direct dial telephone number is 517/886-8331, and his e-mail address is nmacvicar@mha.org

TURNOVER STATEWIDE REPORT

Demo Hospital

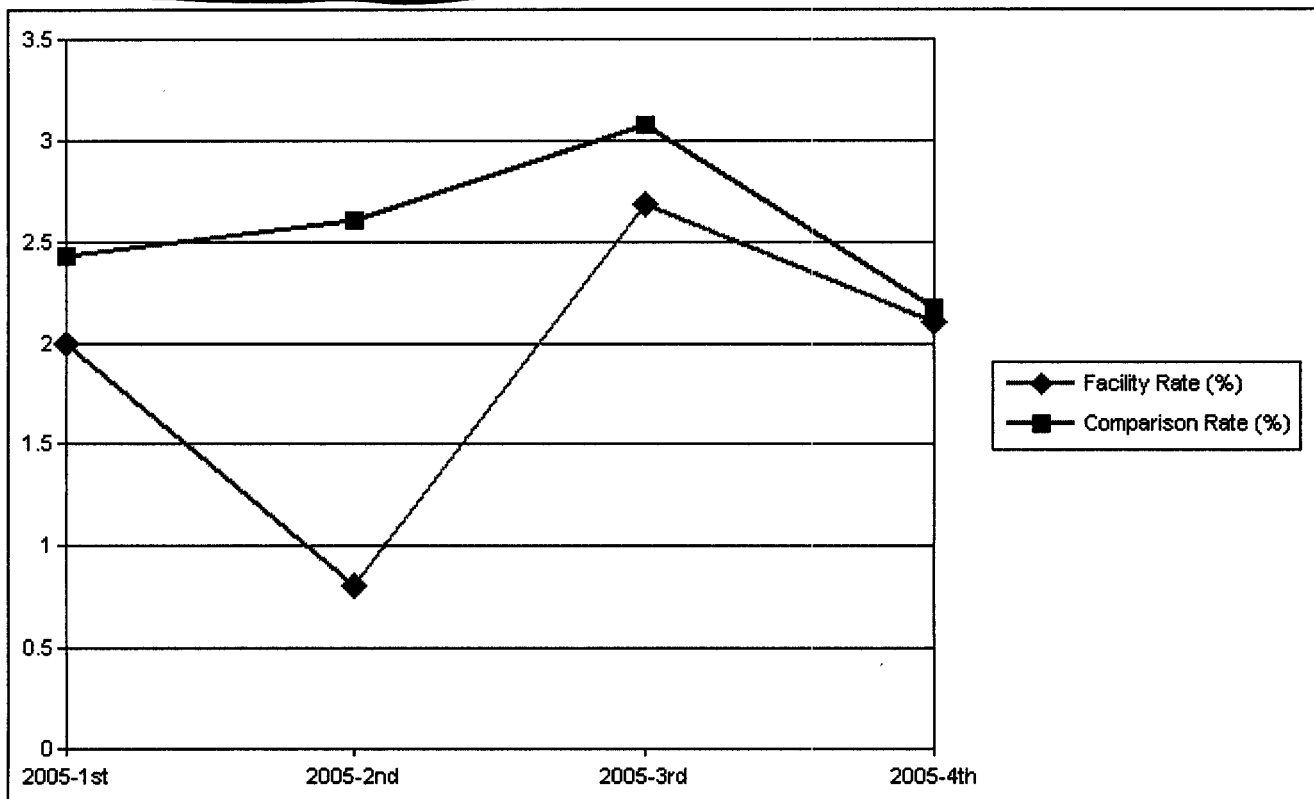
Facility ID: DEMO
Facility Type: Hospital
Region: Michigan - Southwest
Number of Employees: 2,501-5,000

Rate to Report

Employee Type: Full/Part-time
Separation Type: Total
Employee Groups: Total

Comparison Includes

Region: Michigan
Facility Type: Total
Number of Employees: Total



1st Quarter/2005 - 4th Quarter/2005					
Reported Quarter	Facility Rate (%)	Comparison Rate (%)	Facilities in Comparison	Employees in Comparison	Private Comments
2005-1st	1.998	2.4316	38	88542	
2005-2nd	0.807	2.6053	36	74732	
2005-3rd	2.686	3.0785	30	70716	
2005-4th	2.101	2.1764	22	54724	

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Demo Hospital

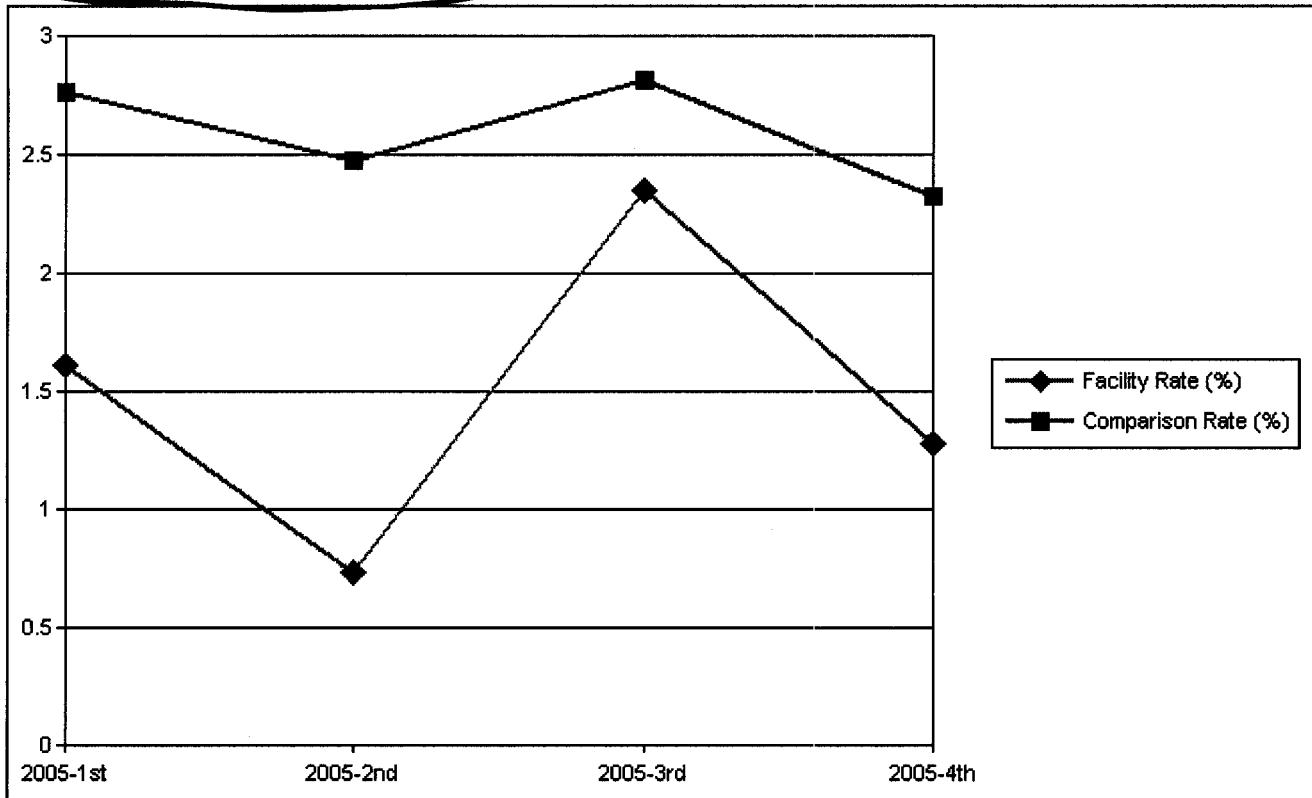
Facility ID: DEMO
Facility Type: Hospital
Region: Michigan - Southwest
Number of Employees: 2,501-5,000

Rate to Report

Employee Type: Full/Part-time
Separation Type: Total
Employee Groups: Nursing

Comparison Includes

Region: Michigan
Facility Type: Total
Number of Employees: Total



1st Quarter/2005 - 4th Quarter/2005					
Reported Quarter	Facility Rate (%)	Comparison Rate (%)	Facilities in Comparison	Employees in Comparison	Private Comments
2005-1st	1.607	2.7621	37	17487	
2005-2nd	0.731	2.4742	35	14752	
2005-3rd	2.350	2.8138	29	14180	
2005-4th	1.285	2.3296	20	10903	

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