

LHH HUMAN RESOURCE SERVICES REPORT

Submitted to the Joint Conference Committee (February 2023)

Report Contents:

- Vacancy Report for January
 - Summary of Hiring Status (Vacancy rate over 10%)
 - Graphs: YTD vacancy rate, new hires, separations
-

- 1) LHH vacancies increased in January to 12.8% from 11.1% in December. We've hired a total of twenty-one (21) employees between January 1 and January 31, 2023, in various classifications and had eleven (11) separations during the same period with five (5) of those retirements.

The vacancy rate increase may be attributed to increase in separations, January is 2nd peak time of year for retirements after July, and due to increase in reassignment requests from LHH employees to other locations.

- 2) RN vacancy rate increased to **13.8%** in January, up from 11.1% December
- Hiring Managers are making selections from a refreshed Long-Term Care (LTC) eligible list that has a few new candidates on it. We have 29 RN vacancies to fill.
 - Training list adopted end of January, managers to make selections for upcoming training class
 - Three (3) 2320 RNs hired in January and seven (7) are onboarding targeted March 4, 2023, start Work date
 - One (1) P103 hired in January and two (2) in onboarding process for March

- 3) HR conducts regular vacancy meetings with Program/Hiring Managers to review hiring.

4) **Non-RN Hiring Highlights:**

- Five (5) Patient Care Assistants hired with additional thirteen (13) onboarding now
- One (1) 2556 Physical Therapist hired
- One (1) 2548 Occupational Therapist hired

Seventeen (17) hires are on the Orientation schedule for February 6, 2023.