

ZSFG Staffing

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BOS Budget and Finance Committee

RN staffing summary at ZSFG

RN Summary	ZSFG FTEs	ZSFG Rate
Total RN Position Authority	984.1	-
Filled RN	905.3	91.8%
Total Vacancy RN**	80.3	8.2%
RN Vacancy with candidate identified	31.3	3.2%
RN Vacancy in candidate identification process	49	5.0%
Total RN Vacation and Sick Utilization (includes leaves)	187.4	19.0%
RN on Approved Leaves	90.9	9.2%
Total Staffing Gap	267.7	27.2%

**National vacancy rate is 9.9% for RNs according to Beckers, which is increase of 1.0% from prior year

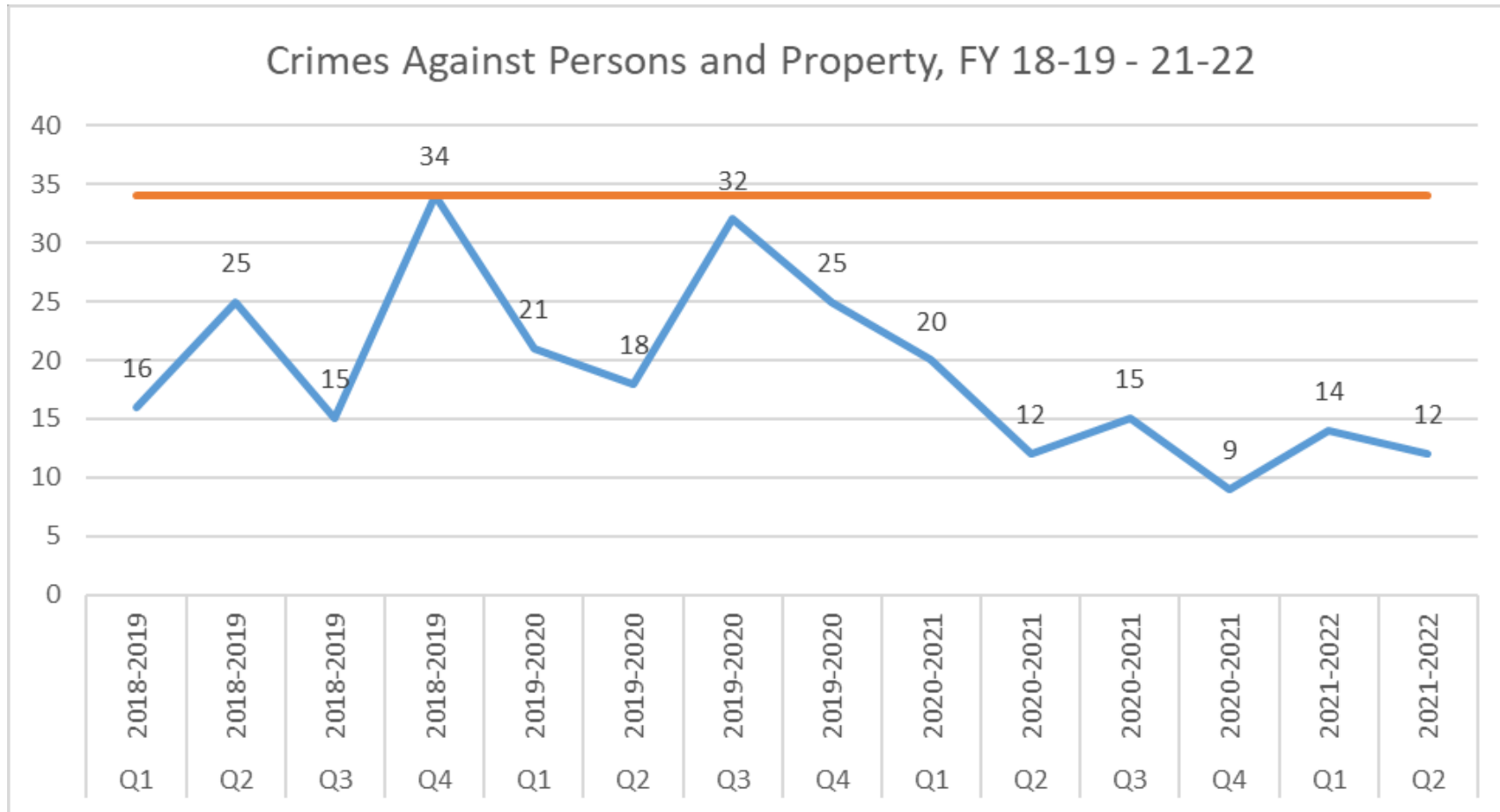
Improvements to RN hiring process

- Anticipated time to fill RN positions is approximately 45 days on average.
- For new grads and training programs, hiring can take up to 3 months.
 - This is especially true for specialty RN areas such as ER or ICU.
- Stabilizing permanent nursing staff in the ED and critical care by having continual training programs
 - Best strategy for bringing new staff into these areas that require high skill levels
- DPH expedited RN hiring process for COVID-19 pandemic.
- DPH HR hosts onboarding events 2-3 times per week.

ZSFG Safety



ZSFG Campus Safety



Behavioral Emergency Response Team (BERT)

- The BERT are psychiatrically trained health care professionals that respond to any perceived or impending behavioral emergencies in various locations within ZSFG hospital. This includes the outpatient specialty clinics and the cafeteria.
- BERT provides a trauma-informed approach and utilizes principles of the Crisis Prevention Institute (CPI) to de-escalate behavioral emergencies.
- BERT is accessible by phone for non-urgent calls to address questions and concerns that do not require BERT to be present at the caller's location.

Closing

ZSFG top priorities

- Hiring permanent nurses
- Maintaining quality patient care
- Maintaining safe environment for staff

Thank you. Any questions?