THE HEALTH COLLABORATIVE

employer workforce survey

NOVEMBER 2022

- **Vacancy** Data Effective: June 30, 2022
- **Retirement** Data Effective: January 1 – June 30, 2022

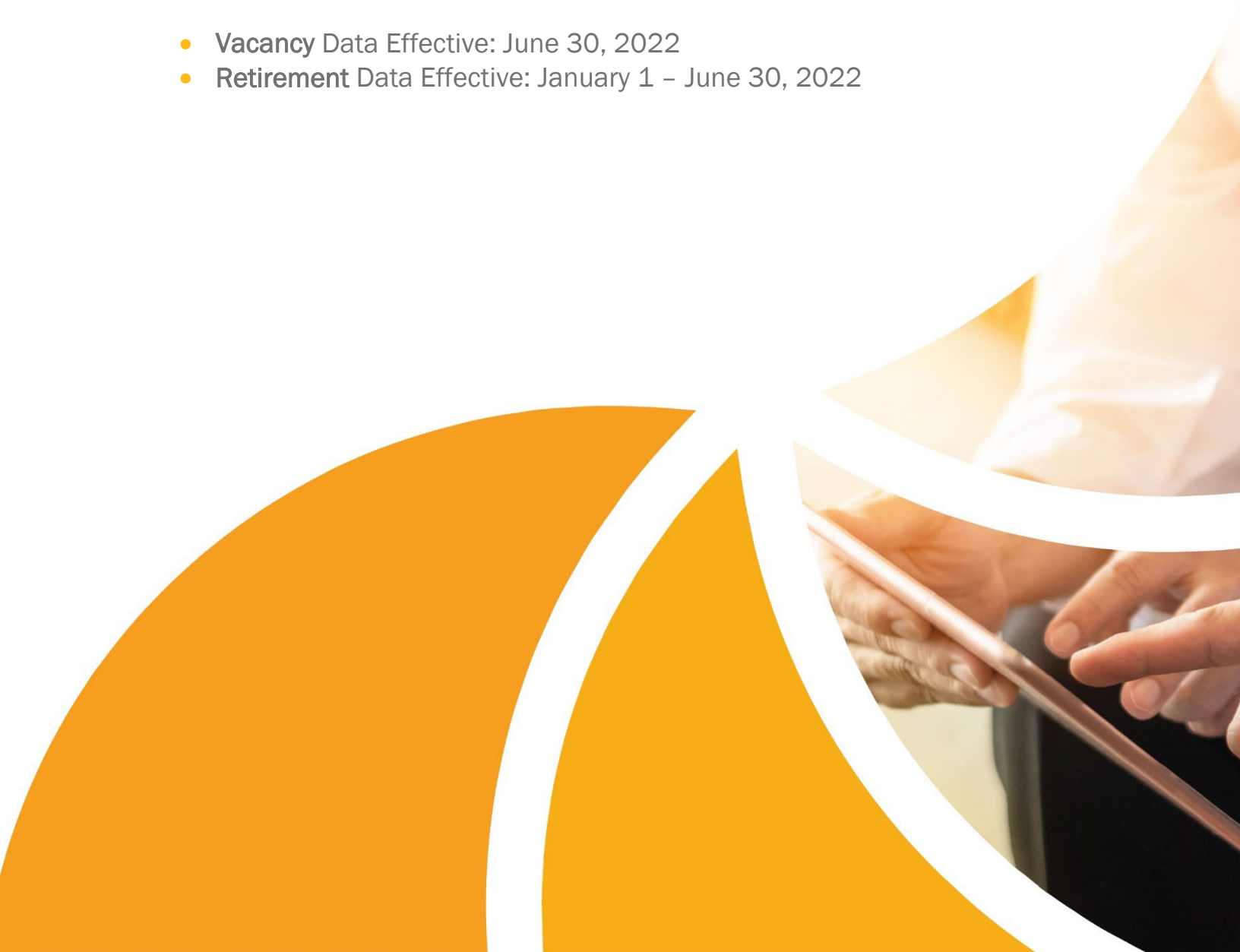


Table of Contents

	Page
Participating Hospitals/Systems	3
Vacancy Report	4
Retirement Report	8
Appendix Vacancy Charts	10
Job Titles and Descriptions	26

Participating Hospitals/Systems

The Christ Hospital Health Network

Cincinnati Children's Hospital Medical Center

CMH Regional/Clinton Memorial Hospital

Margaret Mary Health

St. Elizabeth Healthcare

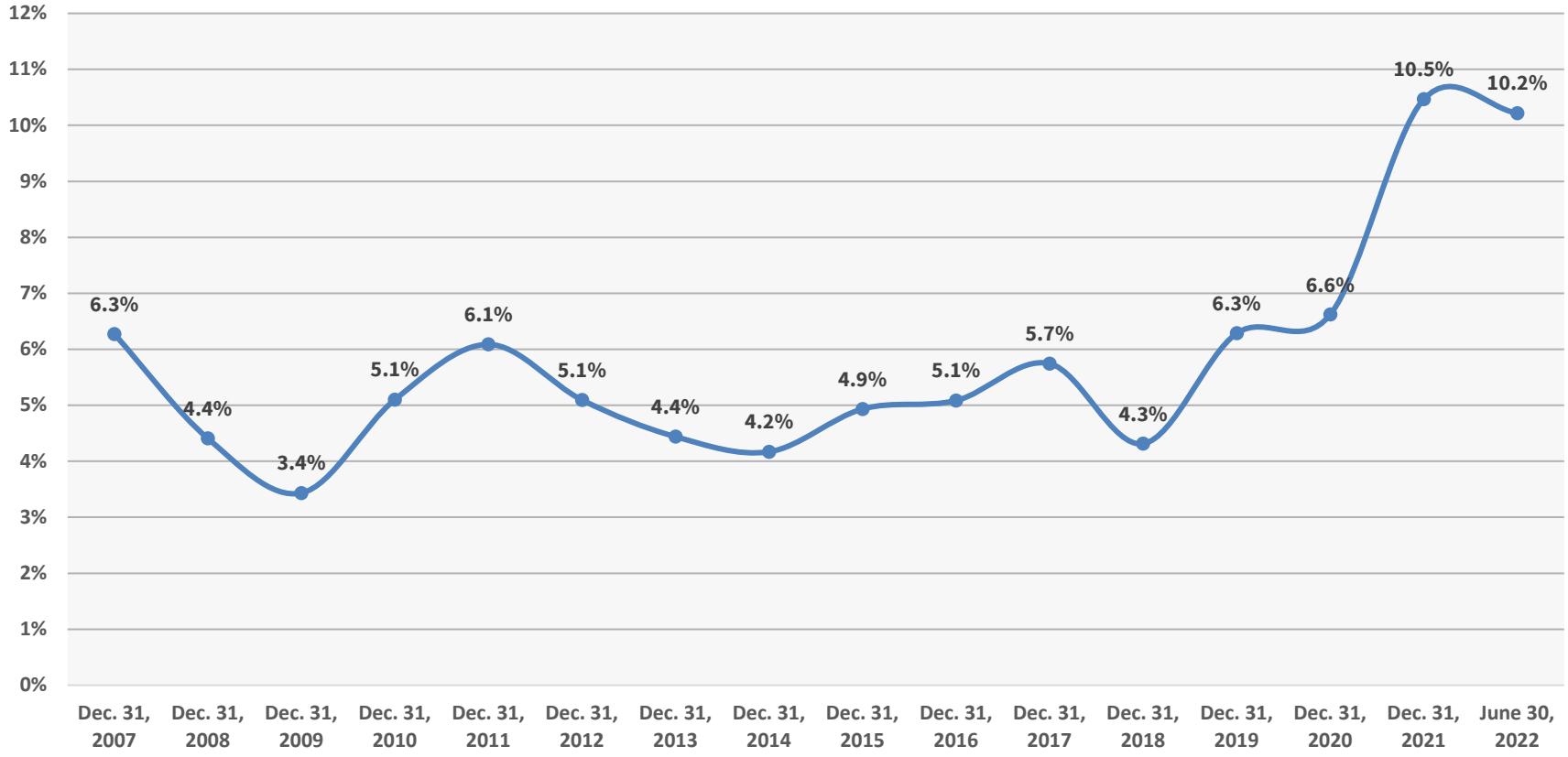
TriHealth

UC Health

Note: Job titles labeled with (PP) are jobs primarily focused within physician practice settings at our participating health systems. Jobs without a (PP) designation are jobs primarily focused within hospital settings.

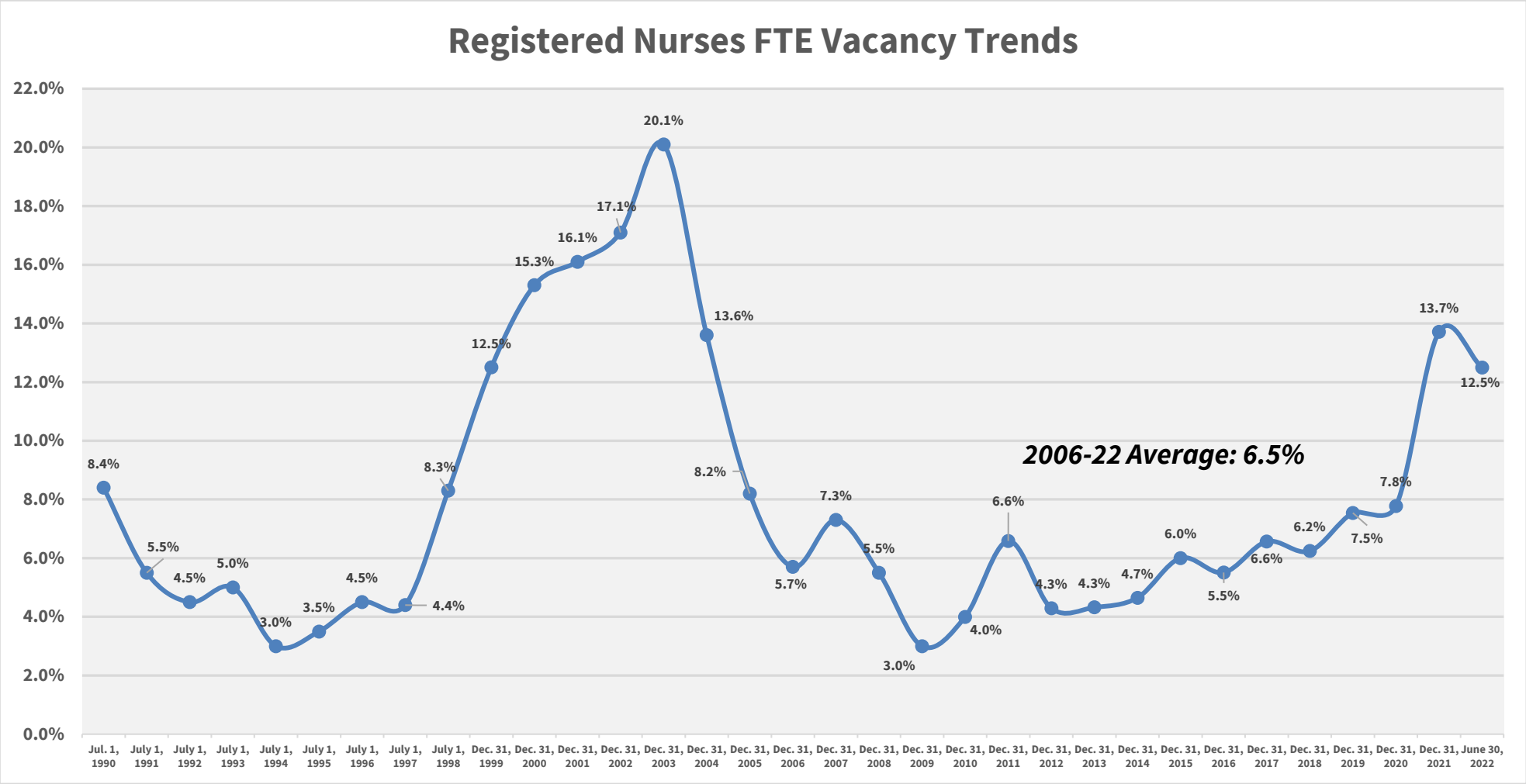
THE HEALTH COLLABORATIVE

Greater Cincinnati Health System Vacancy Rates



Note: Historical rate calculations may include a different hospital sample from year-to-year

THE HEALTH COLLABORATIVE



THE HEALTH COLLABORATIVE
Technology Powered by HealthBridge

Greater Cincinnati Jobs w/Vacancy Rates > 8 Percent

Data Effective 06/30/2022

	All Openings by		Total Number of Employees as of 06/30/22		VACANCY RATE Data Effective 06/30/22		% Change		VACANCY RATE Data Effective 12/31/21	
Job Title	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Paramedic	24	17.2	75	59.2	**24.2%**	**22.5%**	-19%	-19%	**29.8%**	**27.9%**
Laboratory Services Representative	11	10.5	44	38.2	**20.0%**	**21.6%**	76%	86%	**11.4%**	**11.6%**
Radiology Tech (Registered)	59	51.8	267	235.4	**18.1%**	**18.0%**	10%	10%	**16.4%**	**16.4%**
Patient Care Technician/Nurse Assistant - Total Employees	383	261.0	1,986	1,388.0	**16.2%**	**15.8%**	-3%	-12%	**16.6%**	**18.0%**
LPN	45	38.2	250	222.4	**15.3%**	**14.6%**	-37%	-39%	**24.4%**	**24.0%**
Central Supply Tech/Sterilization Tech	43	36.0	253	244.1	**14.5%**	**12.9%**	-7%	-11%	**15.6%**	**14.5%**
Monitor Tech	37	24.3	225	150.2	**14.1%**	**13.9%**	-25%	-29%	**18.9%**	**19.6%**
Surgical Technician (Certified)	41	38.8	250	227.3	**14.1%**	**14.6%**	-20%	-19%	**17.6%**	**18.0%**
Echocardiograph Technician (Registered)	14	13.2	87	82.1	**13.9%**	**13.9%**	-30%	-30%	**19.7%**	**19.7%**
Registered Nurse (Staff) - Total RN Employees	1,328	1,056.8	9,079	7,399.7	**12.8%**	**12.5%**	-8%	-9%	**13.9%**	**13.7%**
Medical Assistant (Certified & Non-Cert Combined)	91	83.9	646	590.8	**12.3%**	**12.4%**	-29%	-29%	**17.5%**	**17.6%**
MRI Technician (Registered)	13	11.1	110	96.4	**10.6%**	**10.3%**	24%	24%	**8.5%**	**8.3%**
Medical Assistant (Certified and Non-Certified Combined)- (PP)	88	82.4	751	712.6	**10.5%**	**10.4%**	60%	58%	**6.5%**	**6.6%**
Surgical Assistant	14	12.3	121	114.2	**10.4%**	**9.7%**	31%	26%	**7.9%**	**7.7%**
Ultrasonographer (Registered)	16	14.3	150	127.2	**9.6%**	**10.1%**	13%	16%	**8.5%**	**8.7%**
Medical Lab Tech (MLT)	22	18.0	210	189.4	**9.5%**	**8.7%**	-46%	-47%	**17.6%**	**16.5%**
Phlebotomist	37	30.1	360	308.4	**9.3%**	**8.9%**	-19%	-19%	**11.4%**	**11.0%**
Registered Nurse - (PP)	30	27.6	301	265.9	**9.1%**	**9.4%**	-19%	-18%	**11.2%**	**11.5%**
Social Worker (MSW)	22	17.0	222	175.3	**9.0%**	**8.8%**	-17%	0%	**10.9%**	**8.8%**
Pharmacy Technician	41	32.8	443	402.9	**8.5%**	**7.5%**	-22%	-32%	**10.8%**	**11.1%**
Admitting Clerk	36	30.7	396	345.0	**8.3%**	**8.2%**	0%	0%	**8.3%**	**8.2%**
Environmental Services Worker (Entry)	52	50.4	583	564.0	**8.2%**	**8.2%**	-25%	-25%	**11.0%**	**10.9%**

THE HEALTH COLLABORATIVE
Technology Powered by HealthBridge

Semi-Annual Vacancy Report

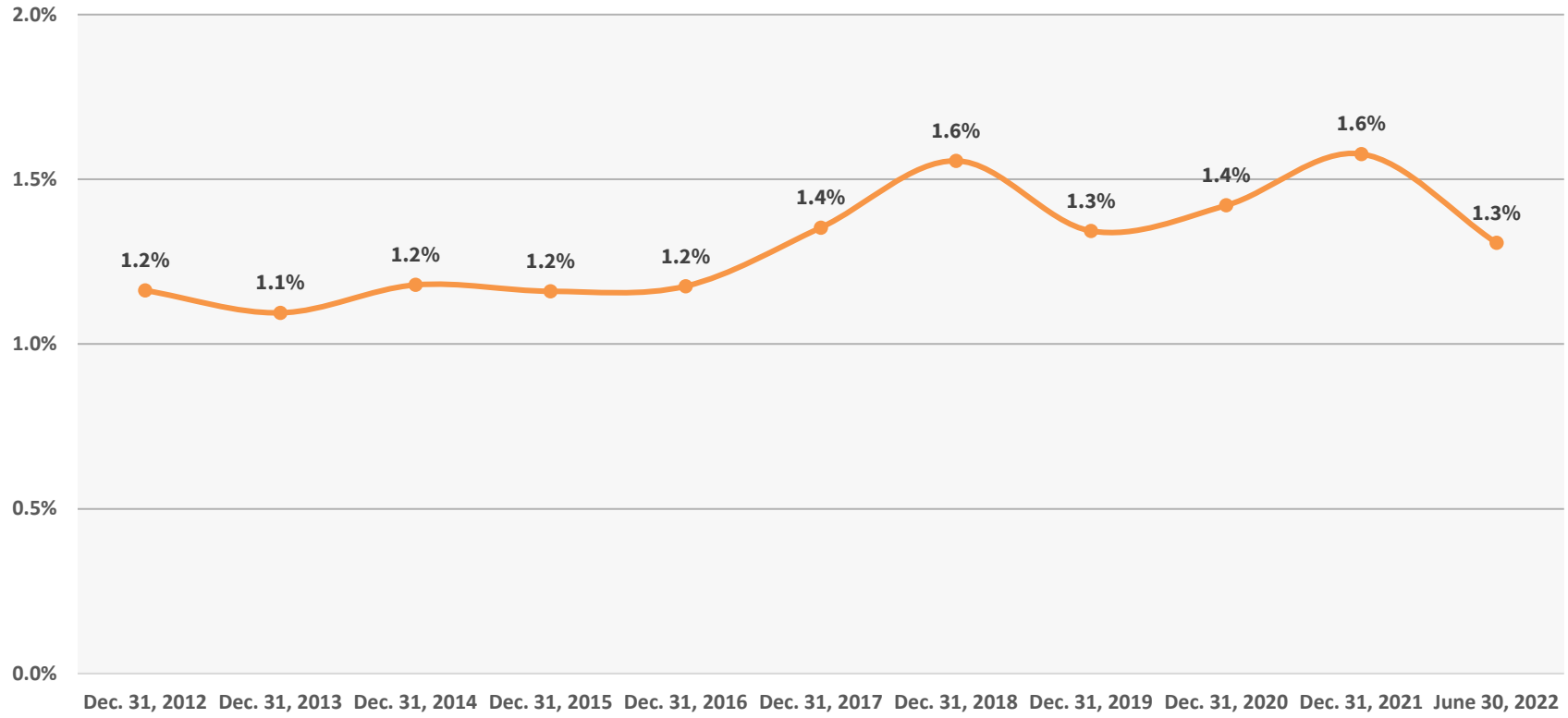
Data Effective 06/30/2022

Job Family	IHS Job Code	Job Title	All Openings by		Total Number of Employees as of 06/30/22		VACANCY RATE Data Effective 06/30/22		% Change		VACANCY RATE Data Effective 12/31/21	
			Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Admin Support	S309	Patient Representative	59	51.7	722	646.8	7.6%	7.4%	-13%	-14%	8.7%	8.6%
Finance	S106	Admitting Clerk	36	30.7	396	345.0	8.3%	8.2%	0%	0%	8.3%	8.2%
	S539	Patient Financial Services Representative	14	14.0	254	252.0	5.2%	5.3%	-35%	-35%	8.0%	8.1%
Food Service	S148	Food Service Worker (Entry)	10	8.4	142	125.8	6.6%	6.3%	-48%	-50%	12.6%	12.6%
Laboratory		Laboratory Services Representative	11	10.5	44	38.2	20.0%	21.6%	76%	86%	11.4%	11.6%
	S008	Medical Lab Tech (MLT)	22	18.0	210	189.4	9.5%	8.7%	-46%	-47%	17.6%	16.5%
	S011	Medical Technologist I	14	11.4	184	164.7	7.1%	6.4%	-45%	-50%	12.9%	12.8%
Maintenance	S169	Environmental Services Worker (Entry)	52	50.4	583	564.0	8.2%	8.2%	-25%	-25%	11.0%	10.9%
Materials	S472	Central Supply Tech/Sterilization Tech	43	36.0	253	244.1	14.5%	12.9%	-7%	-11%	15.6%	14.5%
Nursing	S009	LPN	45	38.2	250	222.4	15.3%	14.6%	-37%	-39%	24.4%	24.0%
	S033	Nurse Practitioner	50	45.0	675	615.3	6.9%	6.8%	-18%	-22%	8.4%	8.8%
	S023	Registered Nurse (Staff) - Total RN Employees	1,328	1,056.8	9,079	7,399.7	12.8%	12.5%	-8%	-9%	13.9%	13.7%
		Registered Nurse (Staff) - Bedside/Clinical RN Employees	635	509.4	3,795	3,051.8	14.3%	14.3%	***	***	***	***
		Registered Nurse (Staff) - All PRN RNs	37	0.6	829	17.1	4.3%	3.1%	-57%	-81%	9.8%	16.1%
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	91	83.9	646	590.8	12.3%	12.4%	-29%	-29%	17.5%	17.6%
	S350	Monitor Tech	37	24.3	225	150.2	14.1%	13.9%	-25%	-29%	18.9%	19.6%
	S057	Paramedic	24	17.2	75	59.2	24.2%	22.5%	-19%	-19%	29.8%	27.9%
	S267	Patient Care Technician/Nurse Assistant - Total Employees	383	261.0	1,986	1,388.0	16.2%	15.8%	-3%	-12%	16.6%	18.0%
	S352	Patient Transporter	10	7.9	140	110.8	6.7%	6.6%	-48%	-45%	12.8%	11.9%
	S063	Phlebotomist	37	30.1	360	308.4	9.3%	8.9%	-19%	-19%	11.4%	11.0%
	S681	Surgical Assistant	14	12.3	121	114.2	10.4%	9.7%	31%	26%	7.9%	7.7%
	S024	Surgical Technician (Certified)	41	38.8	250	227.3	14.1%	14.6%	-20%	-19%	17.6%	18.0%
Pharmacy	S016	Pharmacist (Registered)	37	30.4	513	468.9	6.7%	6.1%	-2%	-9%	6.9%	6.7%
	S281	Pharmacy Technician	41	32.8	443	402.9	8.5%	7.5%	-22%	-32%	10.8%	11.1%
Physicians		Physicians	2	2.0	84	71.3	2.3%	2.7%	84%	83%	1.3%	1.5%
Radiology	S358	Echocardiograph Technician (Registered)	14	13.2	87	82.1	13.9%	13.9%	-30%	-30%	19.7%	19.7%
	S312	Mammography Tech (Registered)	2	2.0	54	47.9	3.6%	4.0%	-57%	-49%	8.3%	7.9%
	S032	MRI Technician (Registered)	13	11.1	110	96.4	10.6%	10.3%	24%	24%	8.5%	8.3%
	S019	Radiology Tech (Registered)	59	51.8	267	235.4	18.1%	18.0%	10%	10%	16.4%	16.4%
	S025	Ultrasonographer (Registered)	16	14.3	150	127.2	9.6%	10.1%	13%	16%	8.5%	8.7%
Social Service	S051	Social Worker (MSW)	22	17.0	222	175.3	9.0%	8.8%	-17%	0%	10.9%	8.8%
Therapy	S021	Respiratory Therapist (Registered)	33	26.7	604	499.8	5.2%	5.1%	-68%	-68%	16.4%	15.7%
Physician Practice (PP)		Medical Assistant (Certified and Non-Certified Combined)- (PP)	88	82.4	751	712.6	10.5%	10.4%	60%	58%	6.5%	6.6%
	S721	Nurse Practitioner - (PP)	17	14.9	205	188.0	7.7%	7.3%	53%	50%	5.0%	4.9%
		Physicians	0	0.0	586	566.2	0.0%	0.0%	***	***	0.0%	0.0%
	S062	Registered Nurse - (PP)	30	27.6	301	265.9	9.1%	9.4%	-19%	-18%	11.2%	11.5%

Job Title	All Openings by		Total Number of Employees as of 06/30/22		VACANCY RATE Data Effective 06/30/22		% Change		VACANCY RATE Data Effective 12/31/21	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
C-Suite Executives (VP title or higher)	8	8	170	169	4.5%	4.5%	***	***	0.0%	0.0%
Senior Level Officials, Directors and Managers	30	30	837	832	3.5%	3.5%	32%	32%	2.6%	2.6%
First/Mid-Level Officials and Managers	145	142	3,229	3,167	4.3%	4.3%	-2%	-3%	4.4%	4.4%
All Other Staff	5,565	4,451	46,267	39,549	10.7%	10.1%	-3%	-3%	11.0%	10.4%
All PRN Employees	417	31	4,906	219	7.8%	12.2%	-24%	-32%	10.4%	18.0%
All Organization Positions	5,748	4,630	50,503	43,717	10.2%	9.6%	-2%	-3%	10.5%	9.9%

THE HEALTH COLLABORATIVE

Greater Cincinnati Health System Retirement Rates



Note: Historical rate calculations may include a different hospital sample from year-to-year

THE HEALTH COLLABORATIVE
Technology Powered by HealthBridge

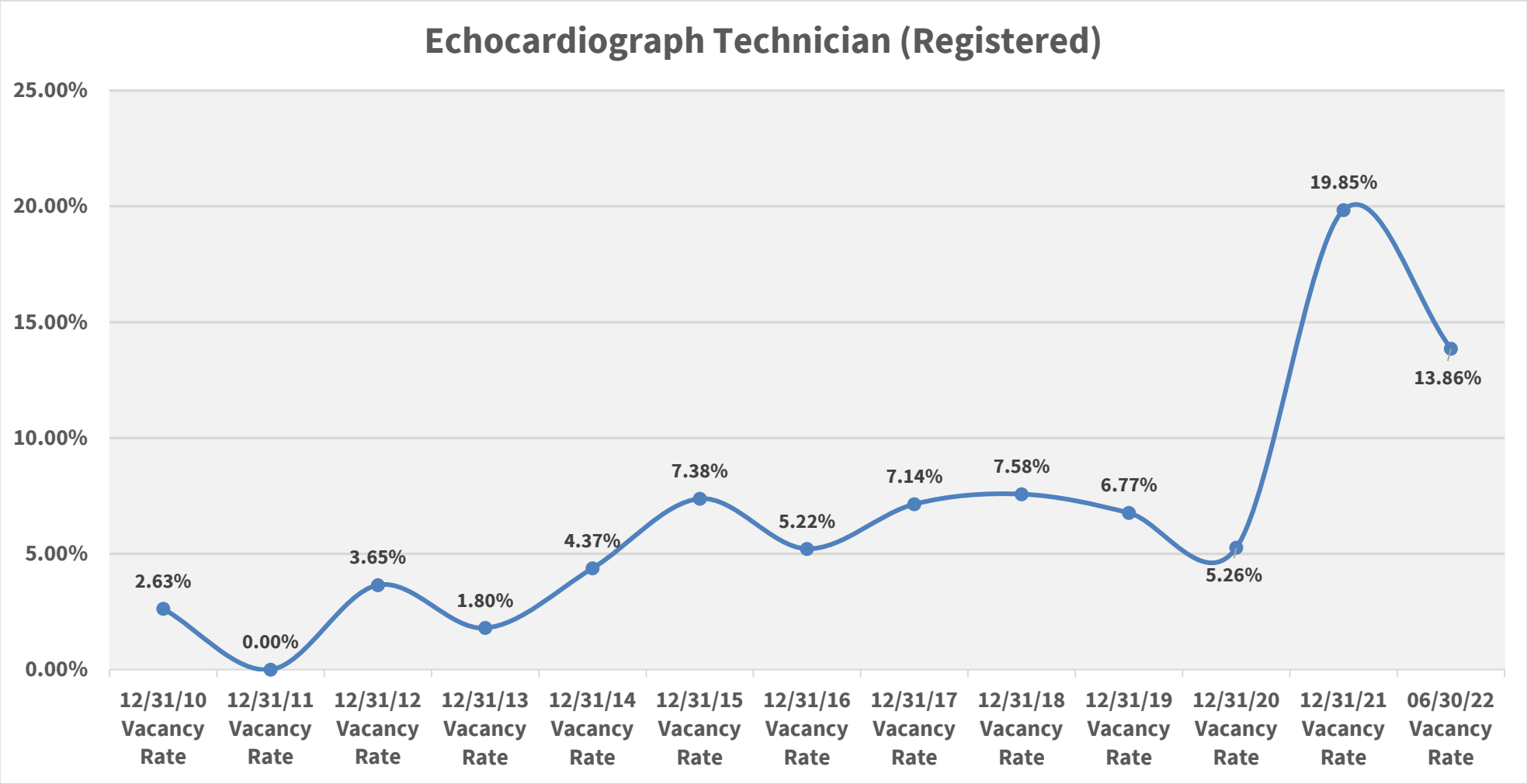
Semi-Annual Retirement Report

Data Effective 06/30/2022

Job Family	IHS Job Code	Job Title	All Retirements by		Total Number of Employees as of 06/30/22		ANNUALIZED RETIREMENT RATE Data Effective 06/30/22		% Change		ANNUALIZED RETIREMENT RATE Data Effective 12/31/21	
			Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Admin Support	S309	Patient Representative	5	3.9	722	646.8	**1.4%**	**1.2%**	-32%	-35%	**2.0%**	**1.8%**
Finance	S106	Admitting Clerk	1	1.0	396	345.0	**0.5%**	**0.6%**	-79%	-73%	**2.5%**	**2.2%**
	S539	Patient Financial Services Representative	2	2.0	254	252.0	**1.6%**	**1.6%**	-57%	-53%	**3.7%**	**3.4%**
Food Service	S148	Food Service Worker (Entry)	1	1.0	142	125.8	**1.4%**	**1.6%**	2%	70%	**1.4%**	**0.9%**
Laboratory		Laboratory Services Representative	1	1.0	44	38.2	**4.5%**	**5.2%**	112%	185%	**2.1%**	**1.8%**
	S008	Medical Lab Tech (MLT)	2	2.0	210	189.4	**1.9%**	**2.1%**	-53%	-47%	**4.0%**	**4.0%**
	S011	Medical Technologist I	3	2.6	184	164.7	**3.3%**	**3.2%**	-31%	-22%	**4.7%**	**4.0%**
Maintenance	S169	Environmental Services Worker (Entry)	4	4.0	583	564.0	**1.4%**	**1.4%**	-32%	-29%	**2.0%**	**2.0%**
Materials	S472	Central Supply Tech/Sterilization Tech	1	1.0	253	244.1	**0.8%**	**0.8%**	-62%	-62%	**2.1%**	**2.1%**
Nursing	S009	LPN	5	3.8	250	222.4	**4.0%**	**3.4%**	57%	54%	**2.5%**	**2.2%**
	S033	Nurse Practitioner	4	2.7	675	615.3	**1.2%**	**0.9%**	-22%	-34%	**1.5%**	**1.3%**
	S023	Registered Nurse (Staff) - Total RN Employees	58	44.0	9,079	7,399.7	**1.3%**	**1.2%**	-8%	-4%	**1.4%**	**1.2%**
		Registered Nurse (Staff) - Bedside/Clinical RN Employees	30	22.6	3,795	3,051.8	**1.6%**	**1.5%**	***	***	***	***
		Registered Nurse (Staff) - All PRN RNs	8	0.1	829	17.1	**1.9%**	**1.3%**	-59%	-43%	**4.7%**	**2.3%**
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	0	0.0	646	590.8	**0.0%**	**0.0%**	-100%	-100%	**0.9%**	**0.9%**
	S350	Monitor Tech	0	0.0	225	150.2	**0.0%**	**0.0%**	-100%	-100%	**0.4%**	**0.5%**
	S057	Paramedic	1	1.0	75	59.2	**2.7%**	**3.4%**	127%	151%	**1.2%**	**1.3%**
	S267	Patient Care Technician/Nurse Assistant - Total Employees	2	1.7	1,986	1,388.0	**0.2%**	**0.2%**	-61%	-63%	**0.5%**	**0.6%**
	S352	Patient Transporter	1	1.0	140	110.8	**1.4%**	**1.8%**	-29%	15%	**2.0%**	**1.6%**
	S063	Phlebotomist	1	0.9	360	308.4	**0.6%**	**0.6%**	-55%	-52%	**1.2%**	**1.2%**
	S681	Surgical Assistant	1	1.0	121	114.2	**1.7%**	**1.8%**	-29%	-7%	**2.3%**	**1.9%**
	S024	Surgical Technician (Certified)	2	1.4	250	227.3	**1.6%**	**1.2%**	-35%	-36%	**2.5%**	**1.9%**
Pharmacy	S016	Pharmacist (Registered)	3	1.9	513	468.9	**1.2%**	**0.8%**	-47%	-59%	**2.2%**	**1.9%**
	S281	Pharmacy Technician	1	1.0	443	402.9	**0.5%**	**0.5%**	-51%	-51%	**0.9%**	**1.0%**
Physicians		Physicians	0	0.0	84	71.3	**0.0%**	**0.0%**	-100%	-100%	**9.0%**	**9.1%**
Radiology	S358	Echocardiograph Technician (Registered)	1	1.0	87	82.1	**2.3%**	**2.4%**	-19%	-1%	**2.8%**	**2.5%**
	S312	Mammography Tech (Registered)	0	0.0	54	47.9	**0.0%**	**0.0%**	-100%	-100%	**2.6%**	**1.6%**
	S032	MRI Technician (Registered)	0	0.0	110	96.4	**0.0%**	**0.0%**	-100%	-100%	**2.0%**	**1.7%**
	S019	Radiology Tech (Registered)	2	2.0	267	235.4	**1.5%**	**1.7%**	-37%	-16%	**2.4%**	**2.0%**
	S025	Ultrasonographer (Registered)	0	0.0	150	127.2	**0.0%**	**0.0%**	-100%	-100%	**0.5%**	**0.1%**
Social Service	S051	Social Worker (MSW)	3	2.8	222	175.3	**2.7%**	**3.2%**	242%	477%	**0.8%**	**0.6%**
Therapy	S021	Respiratory Therapist (Registered)	1	0.9	604	499.8	**0.3%**	**0.4%**	-67%	-60%	**1.0%**	**0.9%**
Physician Practice (PP)		Medical Assistant (Certified and Non-Certified Combined)- (PP)	4	2.8	751	712.6	**1.1%**	**0.8%**	***	***	**0.0%**	**0.0%**
	S721	Nurse Practitioner - (PP)	2	1.5	205	188.0	**2.0%**	**1.6%**	***	***	**0.0%**	**0.0%**
		Physicians	2	1.2	586	566.2	**0.7%**	**0.4%**	215%	117%	**0.2%**	**0.2%**
	S062	Registered Nurse - (PP)	1	0.8	301	265.9	**0.7%**	**0.6%**	-67%	-66%	**2.0%**	**1.8%**

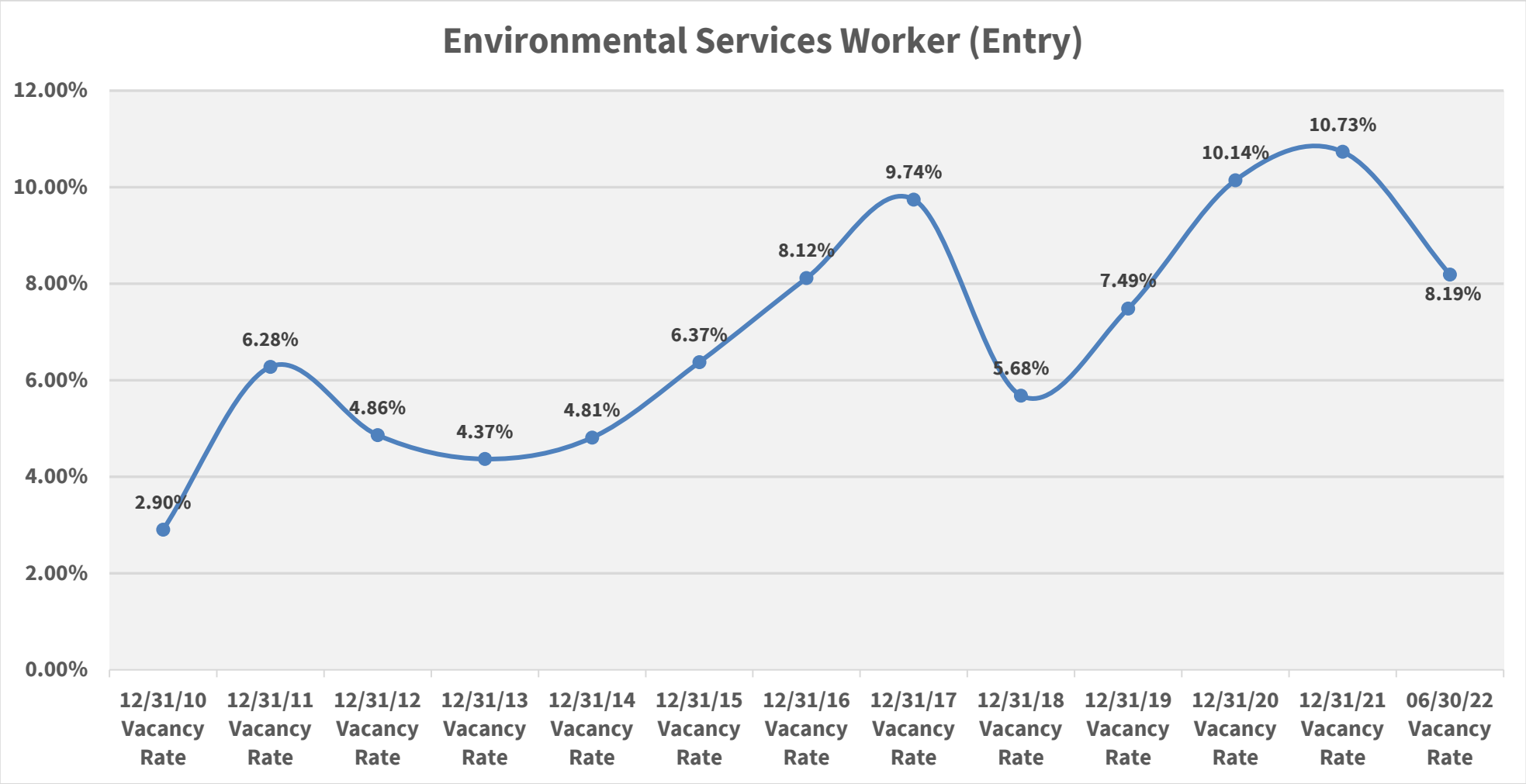
Job Title	All Retirements by		Total Number of Employees as of 06/30/22		ANNUALIZED RETIREMENT RATE Data Effective 06/30/22		% Change		ANNUALIZED RETIREMENT RATE Data Effective 12/31/21	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
C-Suite Executives (VP title or higher)	1	1	170	169	**1.2%**	**1.2%**	99%	99%	**0.6%**	**0.6%**
Senior Level Officials, Directors and Managers	5	5	837	832	**1.2%**	**1.2%**	-51%	-51%	**2.5%**	**2.5%**
First/Mid-Level Officials and Managers	24	22	3,229	3,167	**1.5%**	**1.4%**	-20%	-20%	**1.8%**	**1.7%**
All Other Staff	300	244	46,267	39,549	**1.3%**	**1.2%**	-16%	-16%	**1.5%**	**1.5%**
All PRN Employees	61	3	4,906	219	**2.5%**	**2.9%**	-14%	9%	**2.9%**	**2.7%**
All Organization Positions	330	272	50,503	43,717	**1.3%**	**1.2%**	-17%	-17%	**1.6%**	**1.5%**

Appendices: Long-Term Historical Vacancy Trends



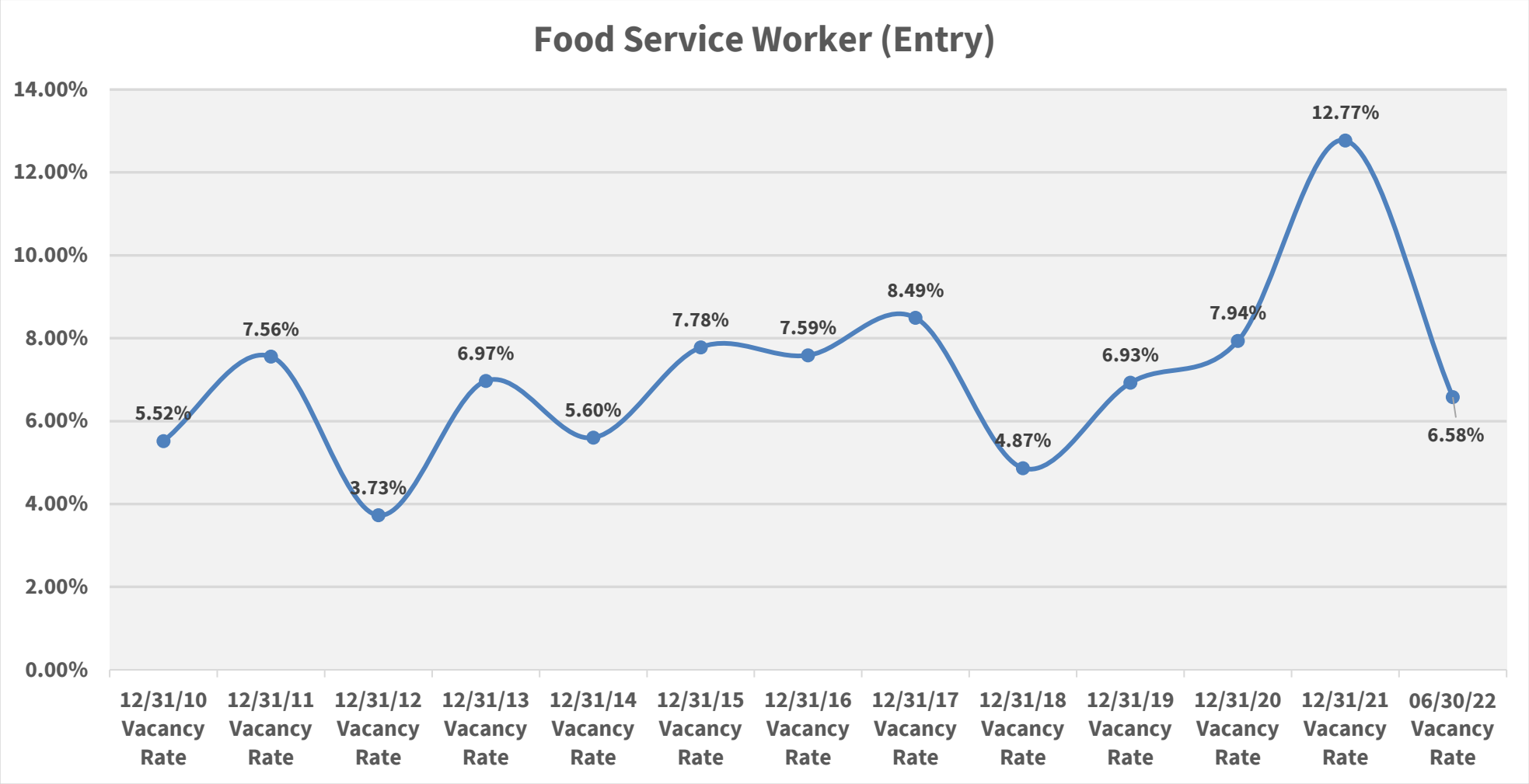
THE HEALTH COLLABORATIVE

Appendices: Long-Term Historical Vacancy Trends



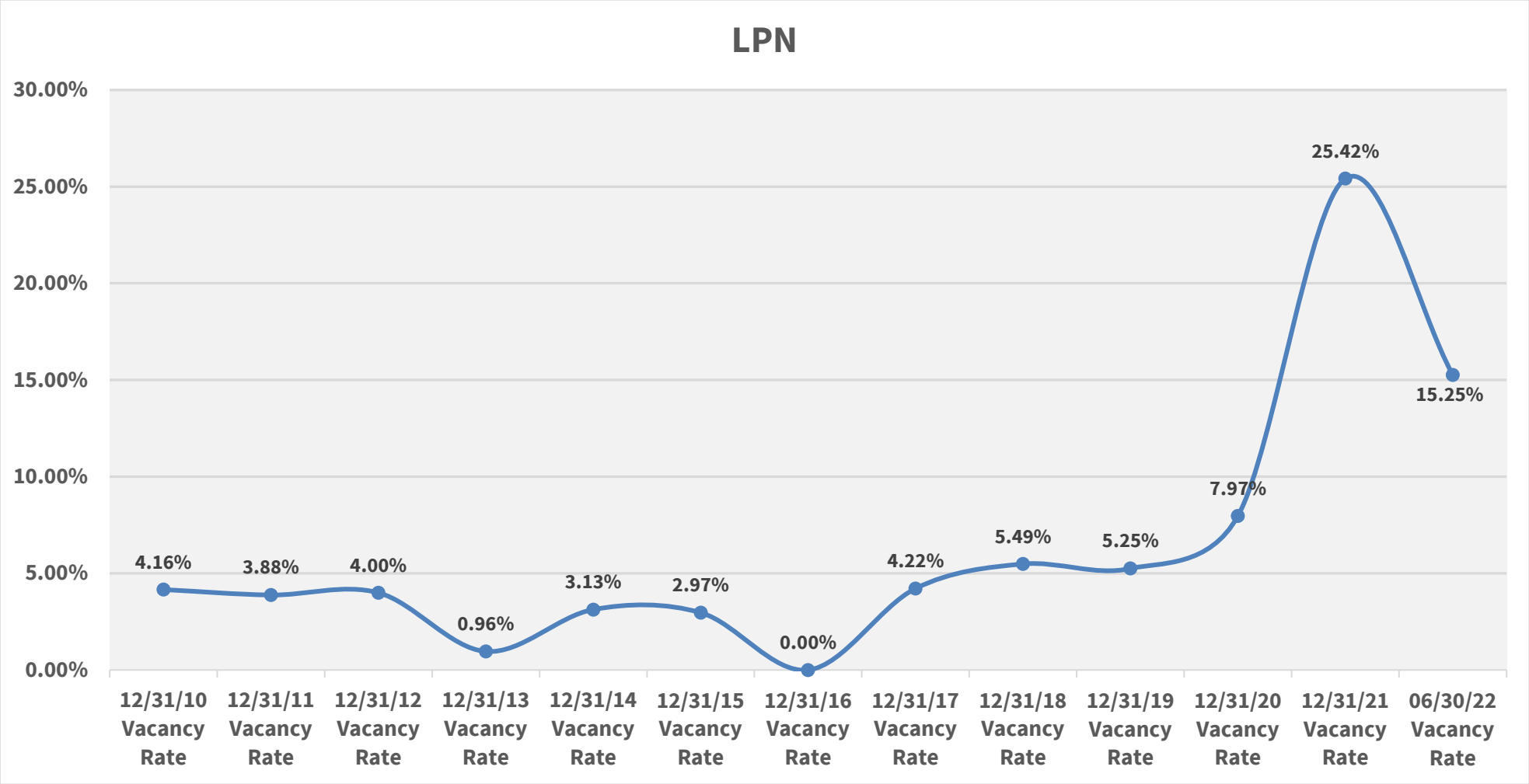
THE HEALTH COLLABORATIVE

Appendices: Long-Term Historical Vacancy Trends



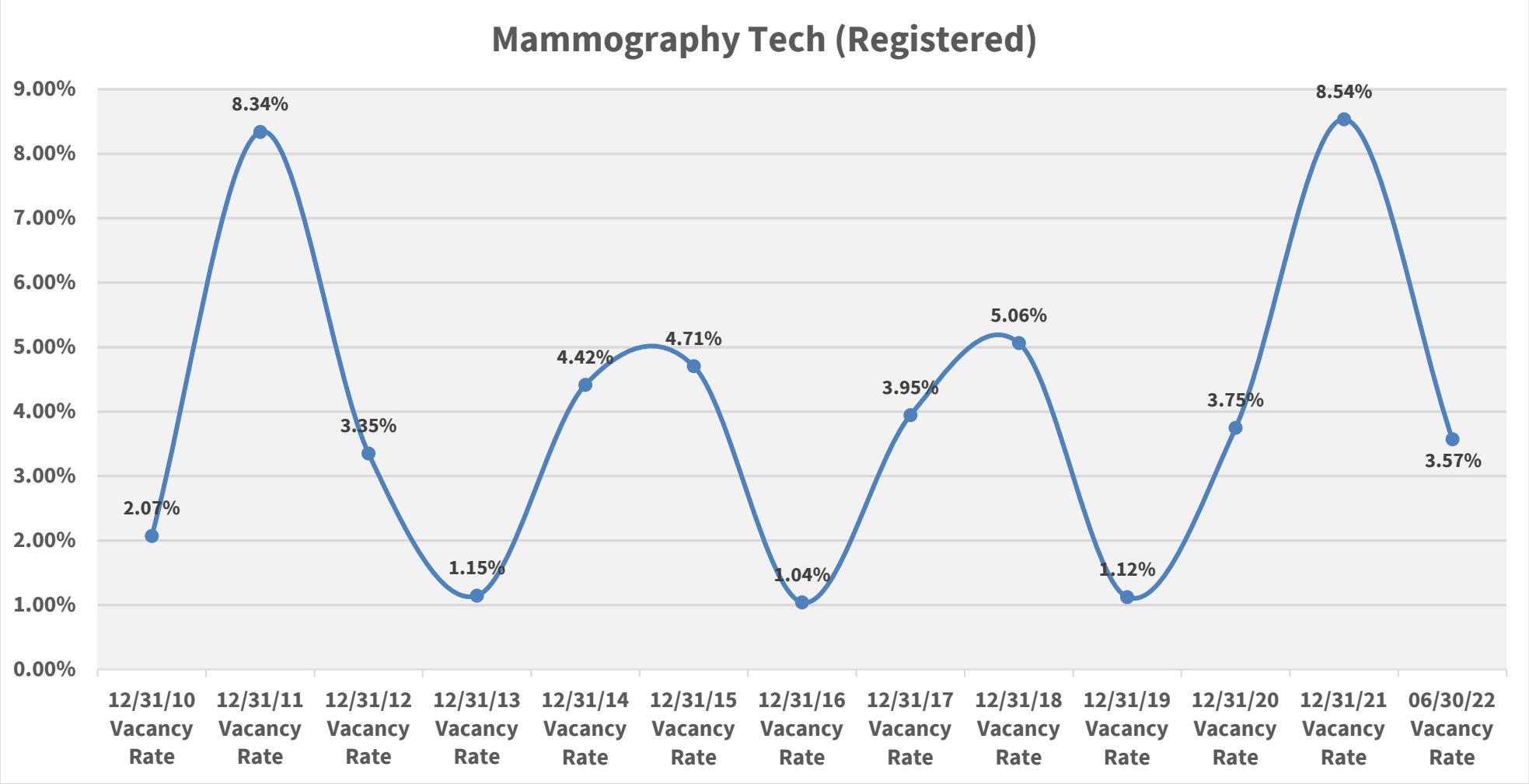
THE HEALTH COLLABORATIVE

Appendices: Long-Term Historical Vacancy Trends



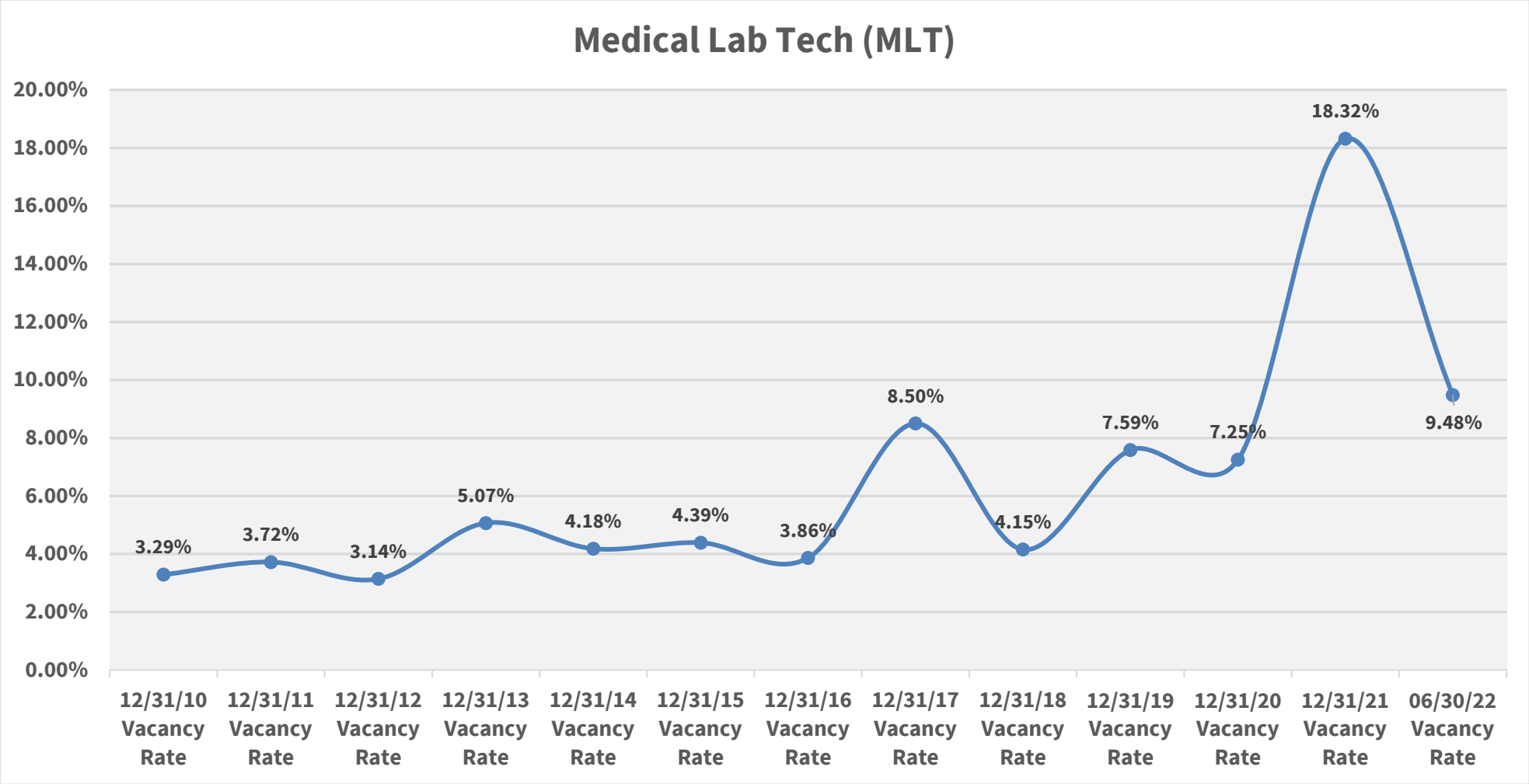
THE HEALTH COLLABORATIVE

Appendices: Long-Term Historical Vacancy Trends



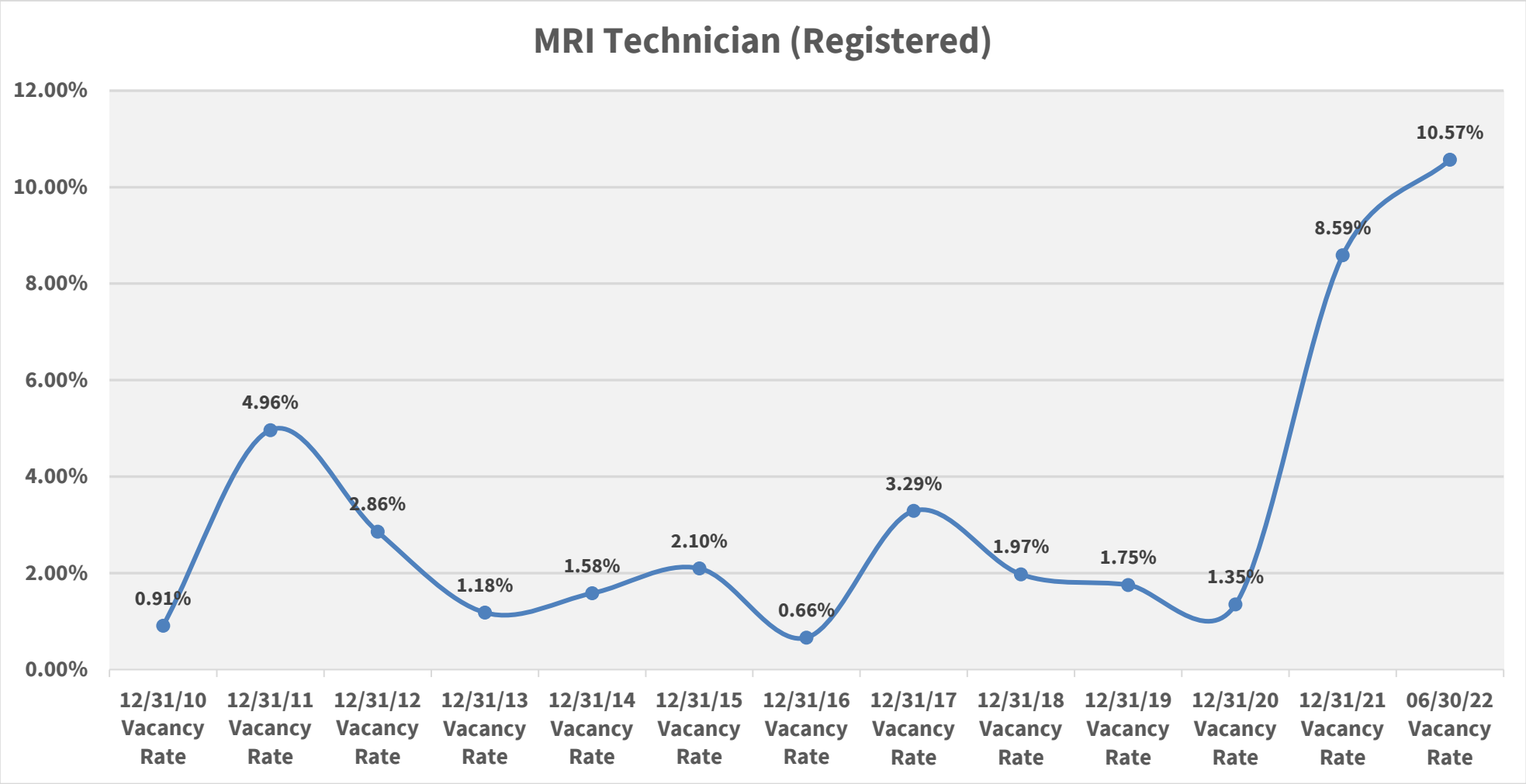
THE HEALTH COLLABORATIVE

Appendices: Long-Term Historical Vacancy Trends



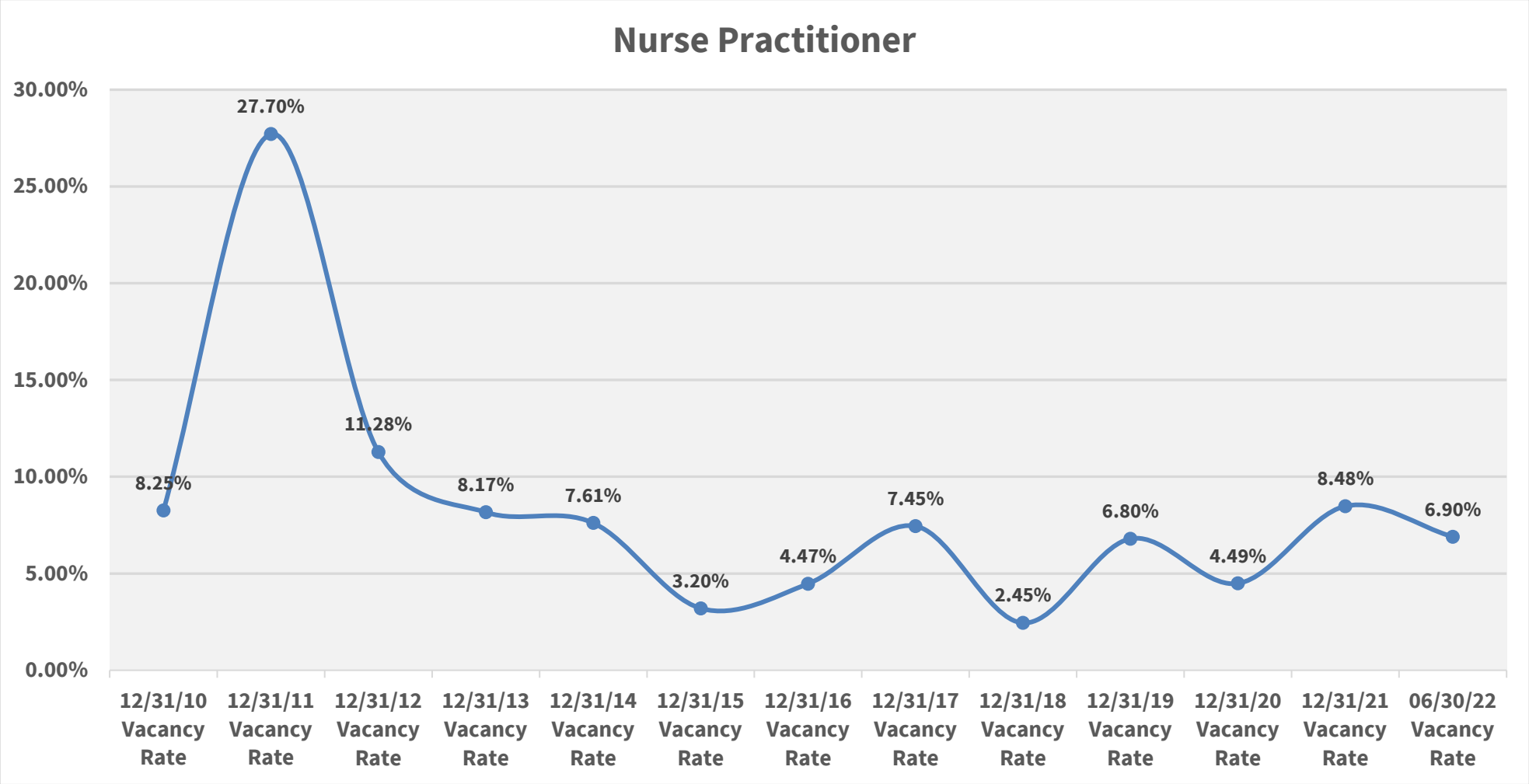
THE HEALTH COLLABORATIVE

Appendices: Long-Term Historical Vacancy Trends



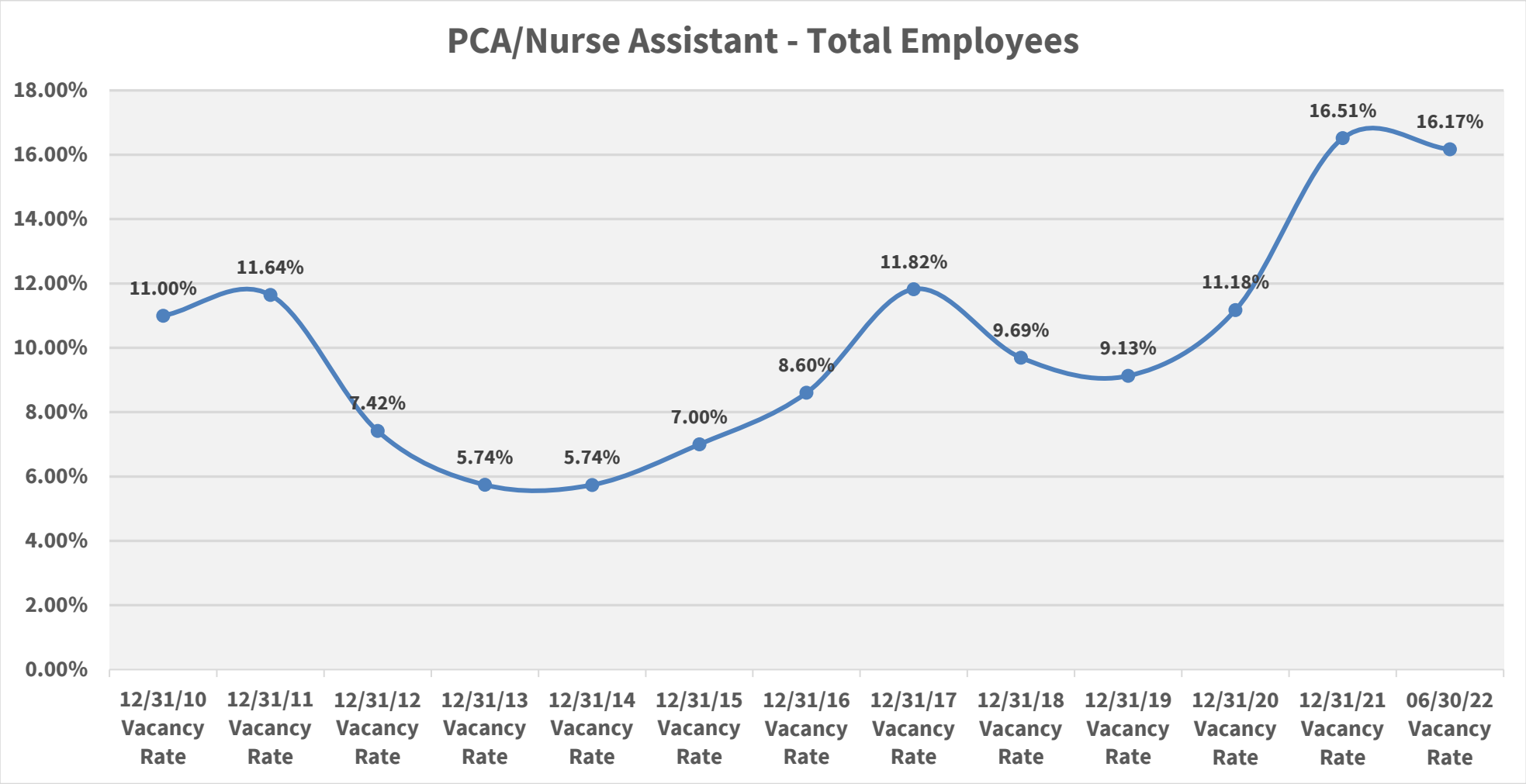
THE HEALTH COLLABORATIVE

Appendices: Long-Term Historical Vacancy Trends



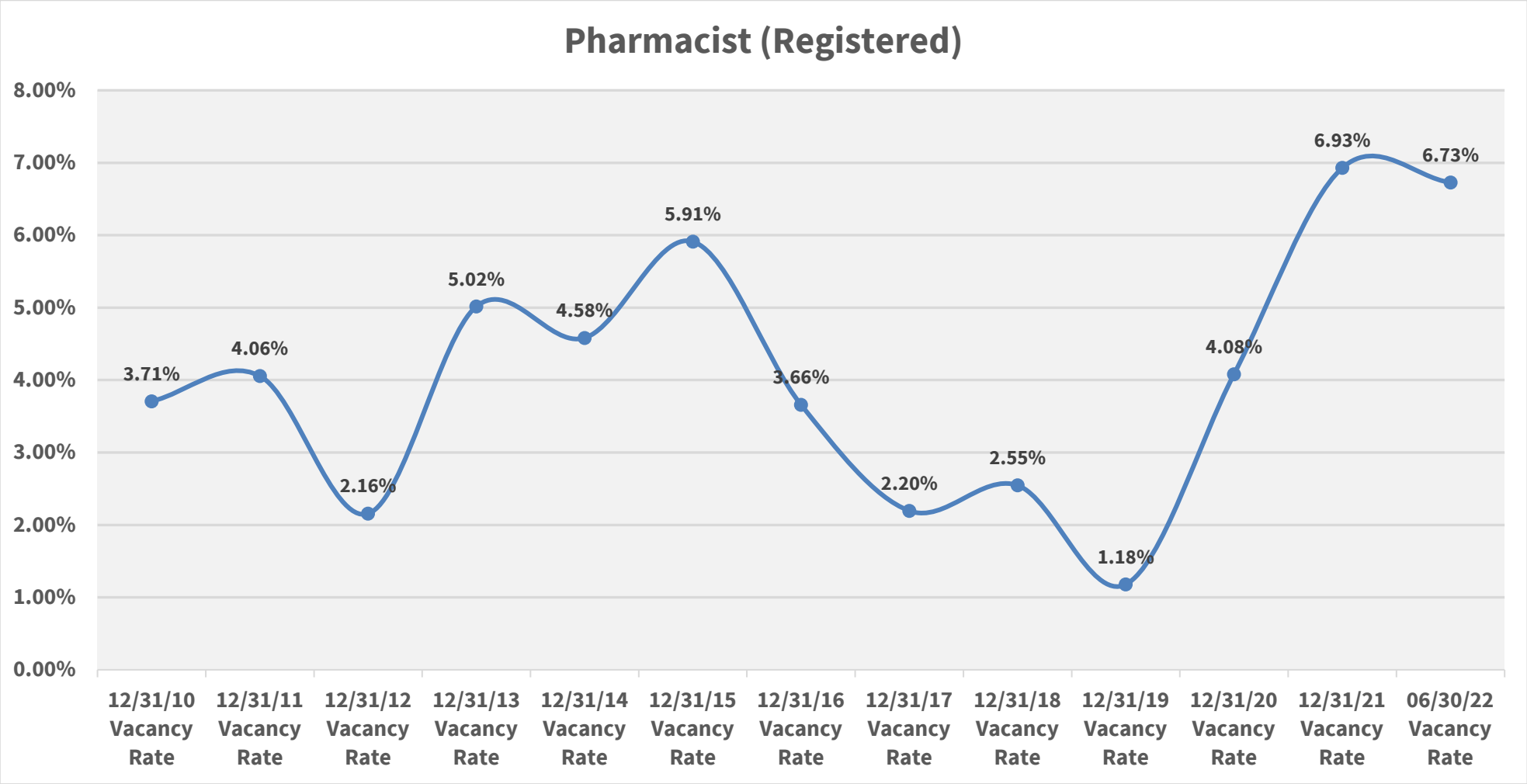
THE HEALTH COLLABORATIVE

Appendices: Long-Term Historical Vacancy Trends



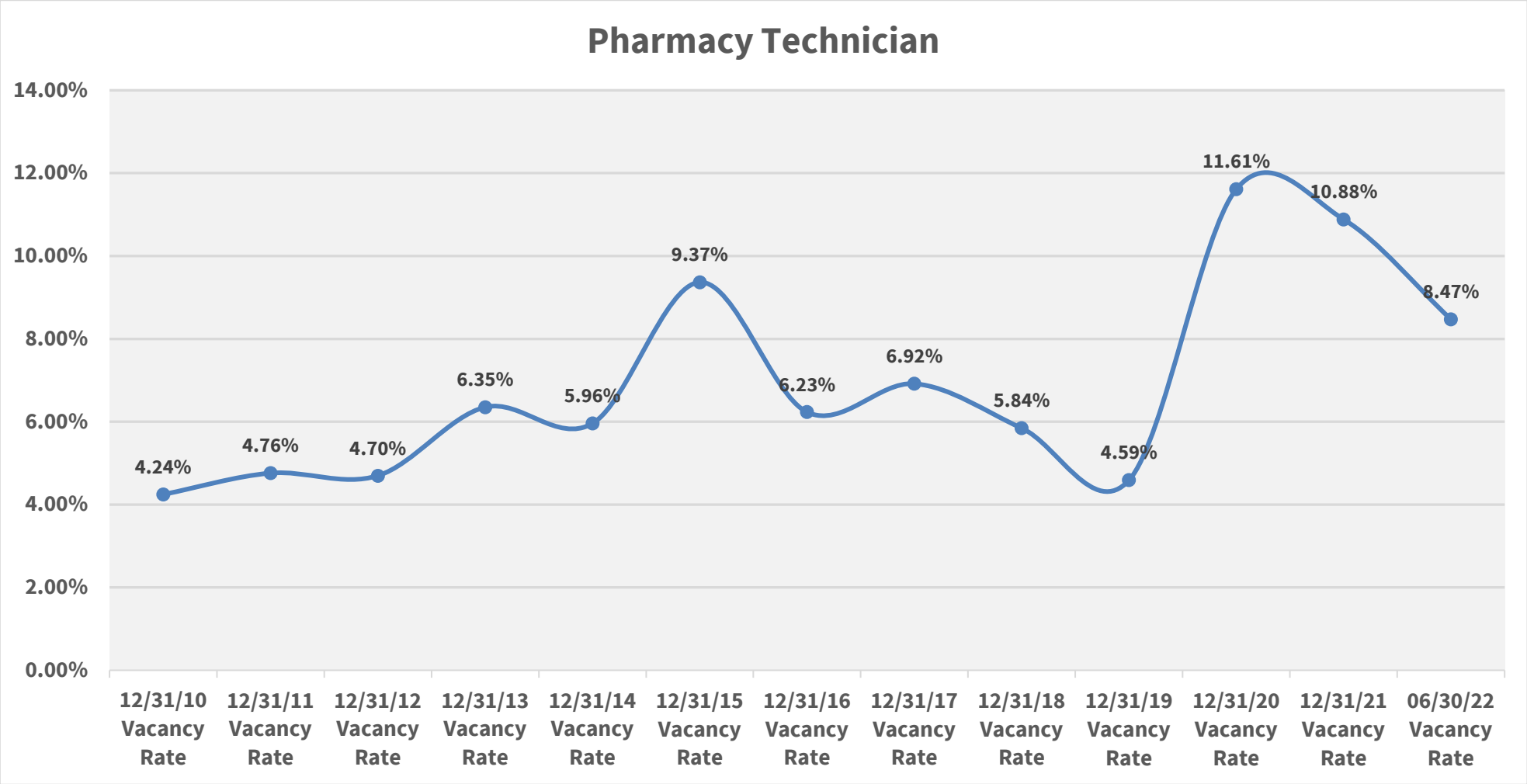
THE HEALTH COLLABORATIVE

Appendices: Long-Term Historical Vacancy Trends



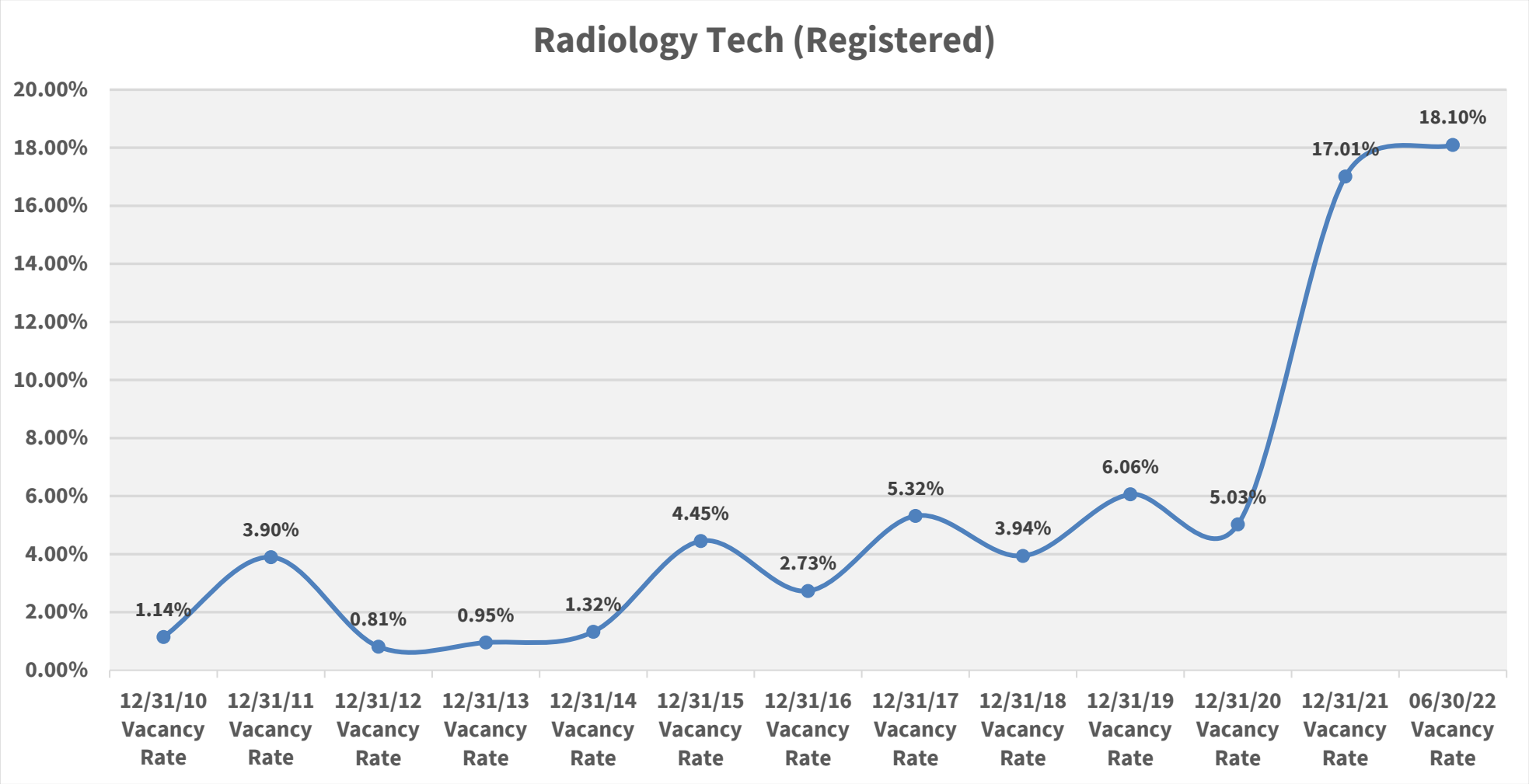
THE HEALTH COLLABORATIVE

Appendices: Long-Term Historical Vacancy Trends



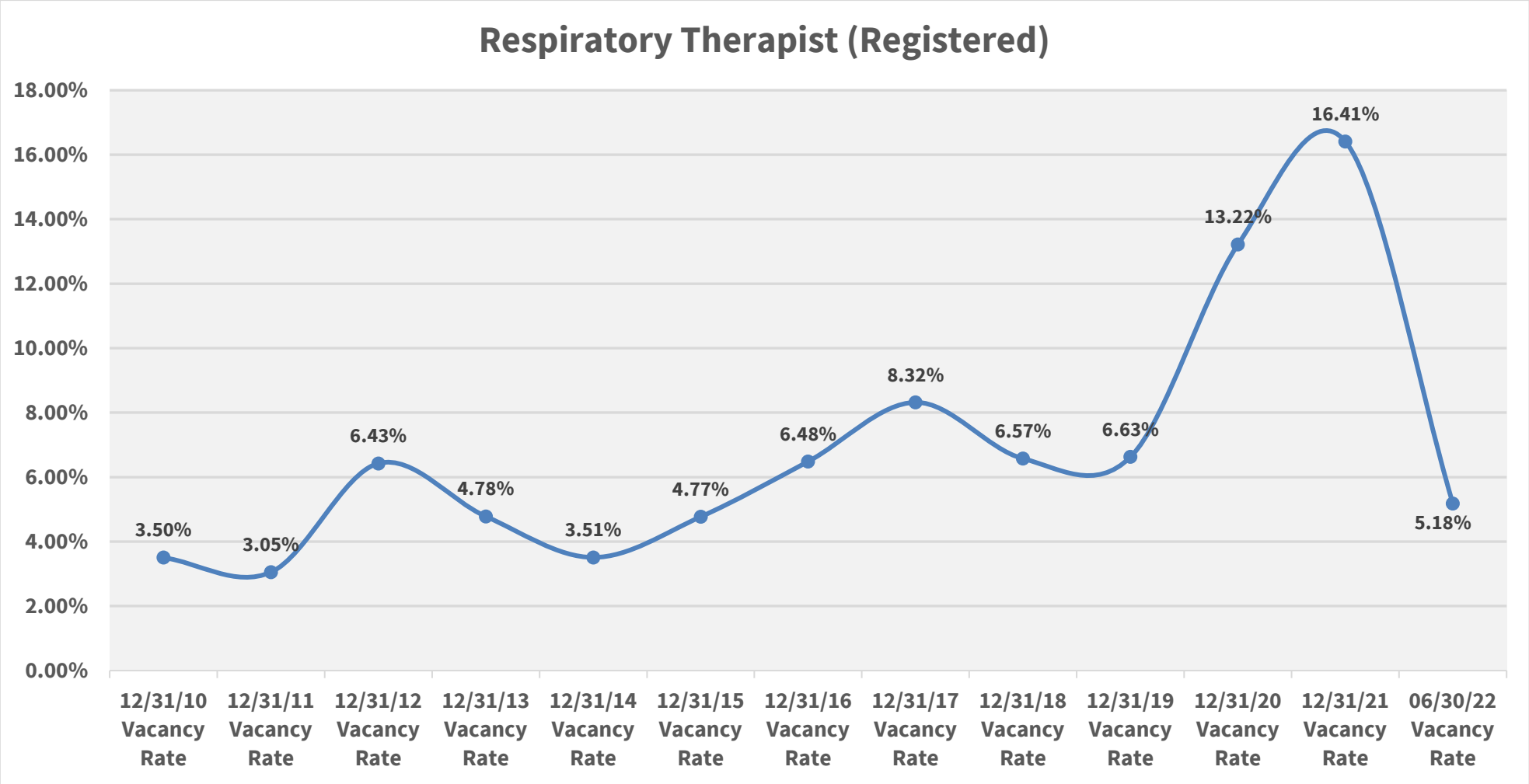
THE HEALTH COLLABORATIVE

Appendices: Long-Term Historical Vacancy Trends



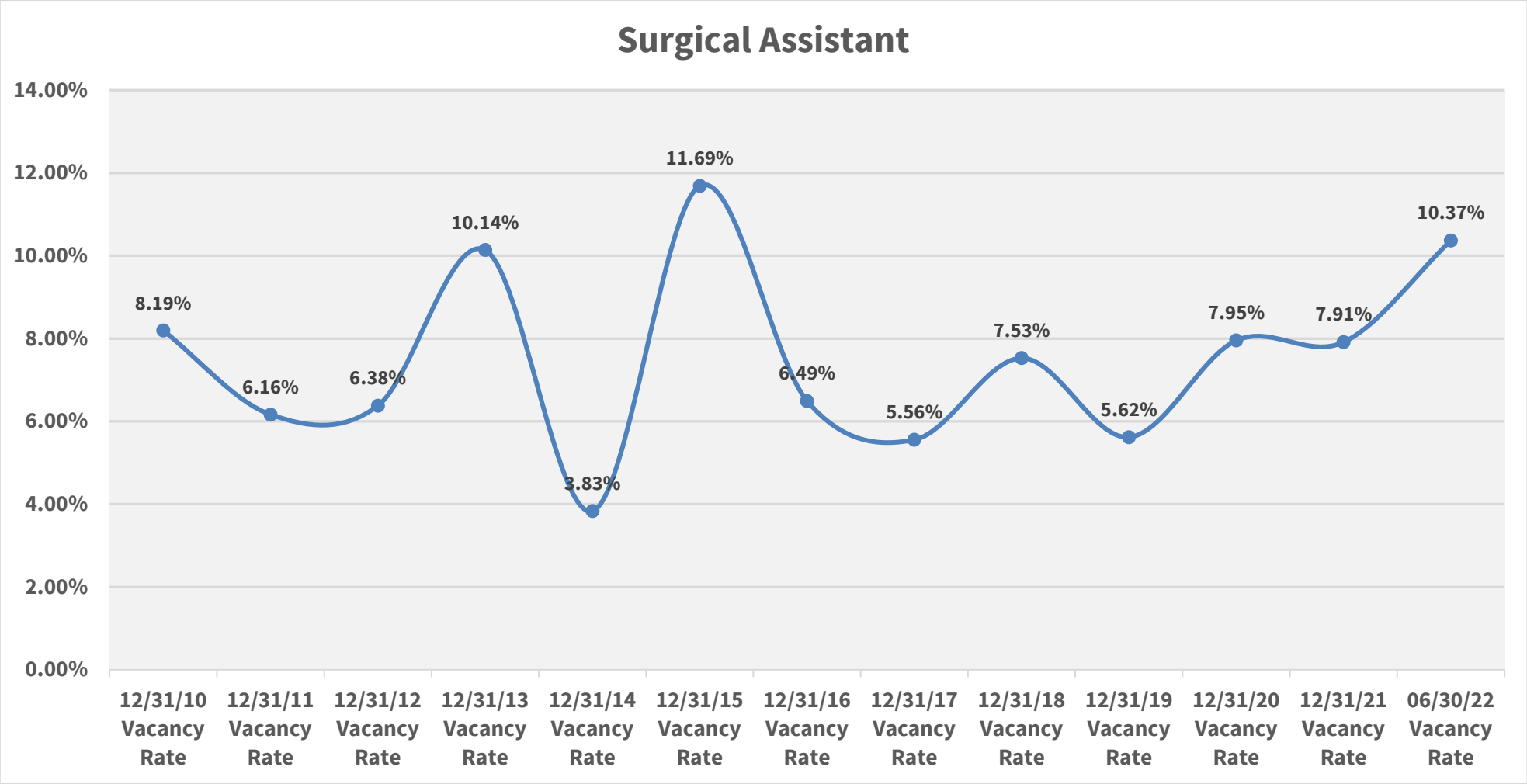
THE HEALTH COLLABORATIVE

Appendices: Long-Term Historical Vacancy Trends



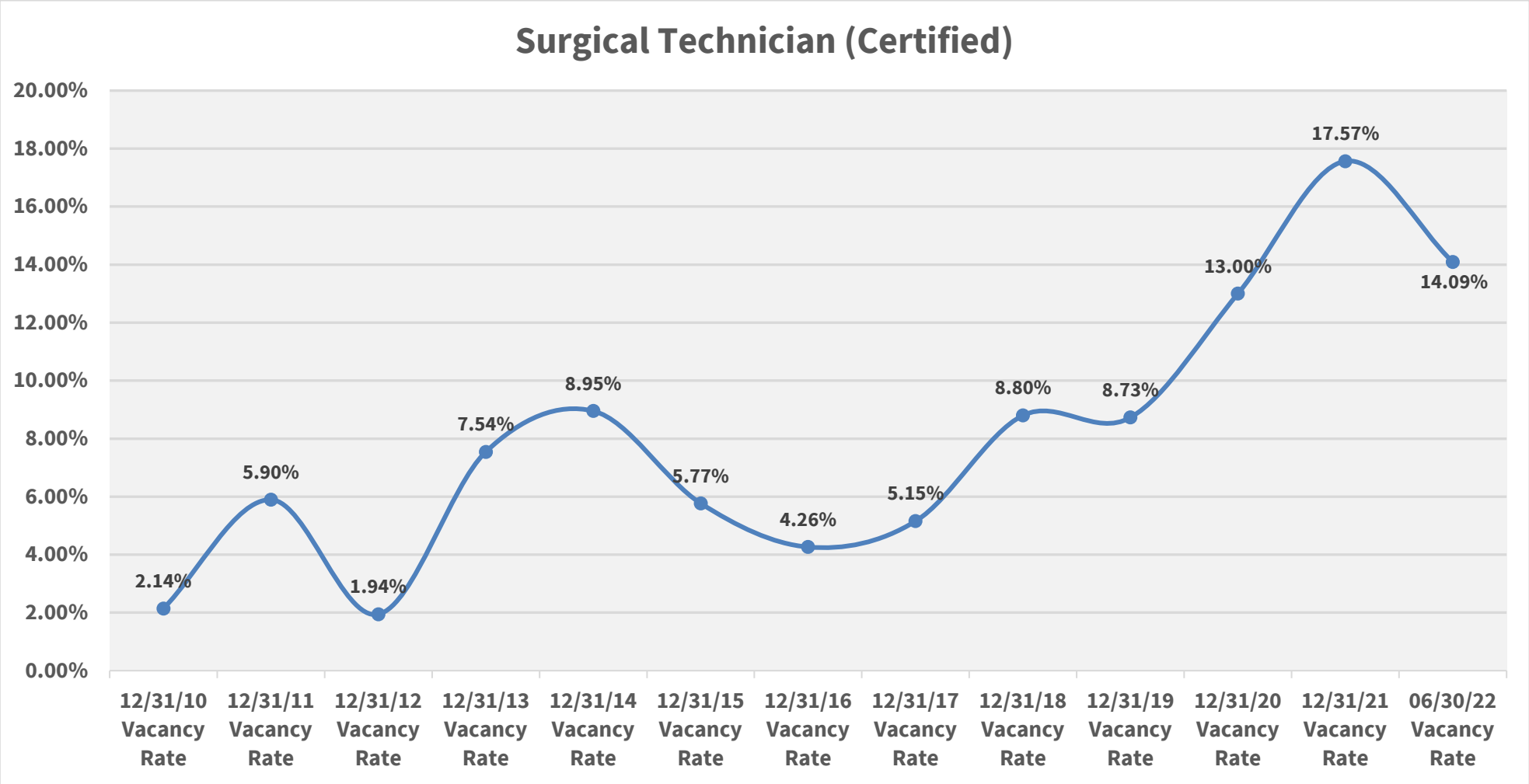
THE HEALTH COLLABORATIVE

Appendices: Long-Term Historical Vacancy Trends



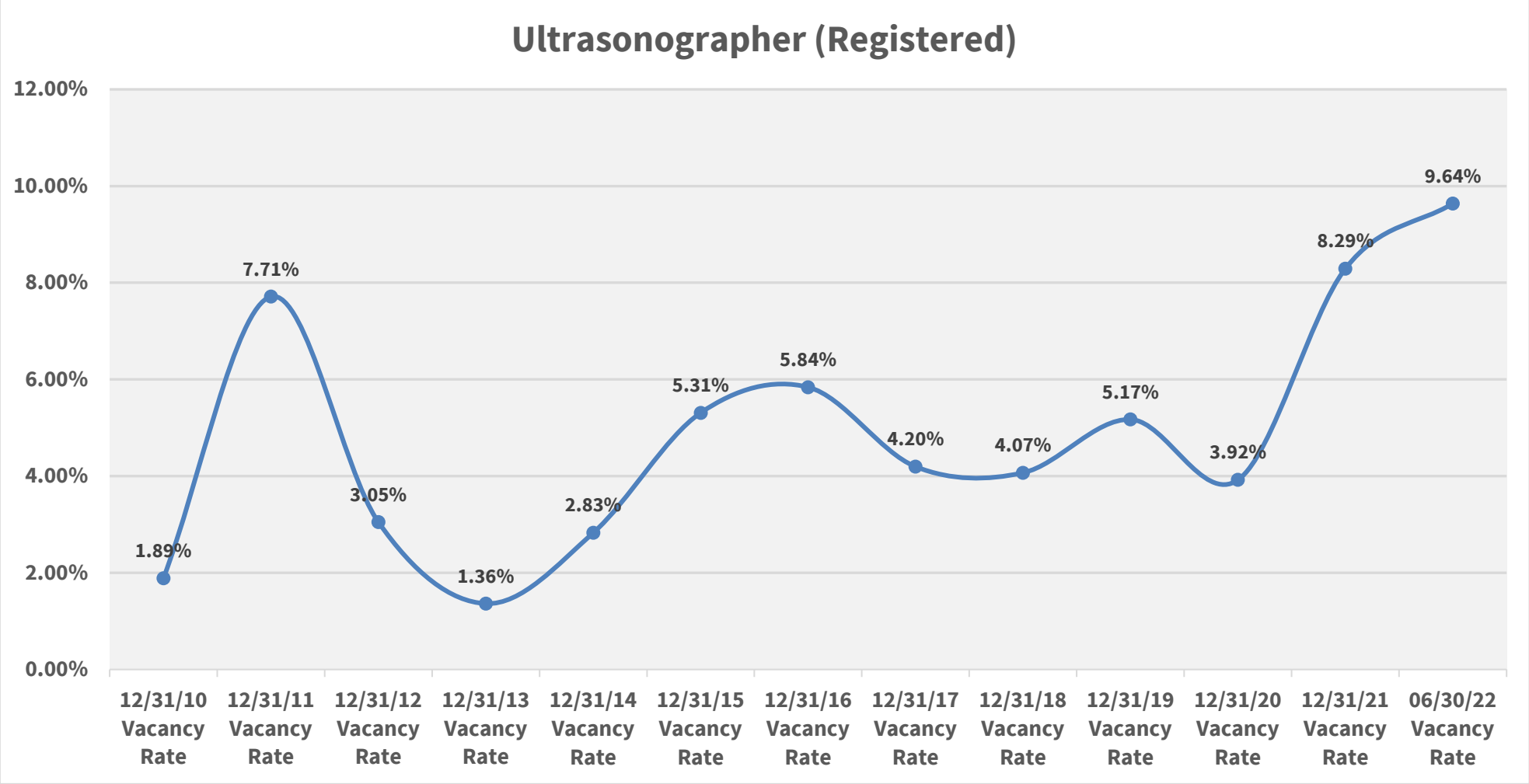
THE HEALTH COLLABORATIVE

Appendices: Long-Term Historical Vacancy Trends



THE HEALTH COLLABORATIVE

Appendices: Long-Term Historical Vacancy Trends



THE HEALTH COLLABORATIVE

Health Collaborative

Employer Workforce Survey Job Titles & Definitions

Job Code	Administrative Support	
S309	Patient Representative	Assists patients and families during and after an organization stay. Follows up on complaints and questions that may arise.
S461	Unit Secretary/Unit Clerk	Under the direction of the team leader, charge nurse, or unit manager, performs clerical and non-nursing functions, such as transcribing physicians' orders and charting prescribed data on patient charts. Greets visitors, gives out visitor passes, directs visitors to rooms. May monitor patient telemetry printouts and screens. Answers patient intercom and telephone.
Job Code	**Finance/ Business Office**	
S106	Admitting Clerk	Receives incoming patients for hospitalization, interviews patient or relative to obtain identification information and other data required for admission.
S539	Patient Financial Services Representative	Responsible for professional and/or hospital billing for reimbursement for patient care services rendered. Maintains accounts receivable, records and enters payments received. Balances summary totals of accounts receivable with accounts receivable controls. May perform related clerical duties. Does not have lead responsibilities. Billing responsibilities may include 3rd party insurance, and government or private insurance billing.
Job Code	**Food Service**	
S148	Food Service Worker (Entry)	Performs a variety of tasks associated with the preparation or service of meals and diets. May collect, wash and sort dishes, clean dining area, prepare trays, deliver food to the patients and dispose of refuse.
Job Code	**Health Information**	
S566	Coder	Converts diagnosis and procedure data from patient medical record to ICD-9-CM or similar coding scheme. Completes reimbursement or data abstraction forms for submission to appropriate parties.
Job Code	**Information Technology**	
S840	EPIC Analyst (Lvl. 2)	Plan, analyze, design, implement, test and maintain Epic software applications. Liaison between end users and Epic implementation staff. Provide guidance and support to end-users to enhance the use of the EPIC system. Provide solutions or resolve end user system issues. Typically requires a bachelor's degree and 3-4 years analyzing, programming, designing, testing, and/or implementing computer-based systems. Performance of this position requires Epic Certification.
Job Code	**Laboratory**	
	Laboratory Services Representative	Ability to performs all activities for hospital system lab services including: registration; collection of blood and other specimens; pre-analytic order and results processing; client profile set-up and maintenance; coordinates workflow; problem-solving; and all other support Lab functions to ensure care for patients on a daily basis.
S008	Medical Lab Tech (MLT)	Performs various chemical, microscopic, and/or bacteriologic tests to obtain data used in diagnosis and treatment. Applies routine techniques used in fields of bacteriology, mycology, parasitology, histopathology, hematology, serology, allergy, and/or chemical, radioactive, or morphologic examinations. Responsible for carrying procedures to completion (and a numerical answer). Records laboratory test results (but does not prepare diagnostic reports). Must have MLT (ASCP) registry. Associate's degree required.
S011	Medical Technologist I	Performs various chemical, microscopic, or bacteriologic test to obtain data used in diagnosis and treatment of patients. Applies specialized techniques used in fields of bacteriology, mycology, parasitology, histopathology, hematology, serology, allergy, and/or chemical, radioactive, or morphologic examinations. Responsible for carrying procedures to completion (and a numerical answer). Records laboratory test results (but does not prepare diagnostic reports). Bachelor's degree in clinical lab science and MT (ASCP) ; or grandparented with associate degree in clinical lab science, MLT (ASCP) with significant job related experience.
Job Code	**Maintenance**	
S169	Environmental Services Worker (entry-level)	Maintains all floor surfaces, to include carpet, vinyl and tile. Uses and cares for specialized floor cleaning and buffing equipment. Must know how to strip, wax and buff solid surface flooring, and must be able to read, write and follow written instructions.
Job Code	**Materials**	
S472	Central Supply Tech/Sterilization Tech	Cleans, sterilizes and assembles equipment, supplies and instruments according to prescribed procedures and techniques.

THE HEALTH COLLABORATIVE

Health Collaborative

Employer Workforce Survey Job Titles & Definitions

Job Code	Nursing	
S009	LPN	Administers routine services in caring for selected sub-acute, convalescent, and chronic patients, and assists RN in care of the more acutely ill. Passes Medication.
S222	Nurse Manager	Assist with the operations of the nursing department including supervision, orientation and training of nursing personnel. BSN.
S033	Nurse Practitioner	RN who is prepared for the advance practice of nursing through a formal, organized program which is beyond basic nursing education. Highly skilled in physical assessment and the delivery of comprehensive healthcare. Certified as a Nurse Practitioner.Provides comprehensive nursing care to patients and gives patient care directions to nursing and other staff for coordinating continuity of patient care. May assist a physician or work independently under general supervision. Administers medications and injections as prescribed. May do patient exams and make hospital rounds. Provides patient education. Must have a MSN and a graduate of a formal nurse practitioner program in a specialized area. NOT a Clinical Nurse Specialist.
S023	Registered Nurse, Staff	Provides professional nursing services in the assessment, treatment and care of patients.
	Registered Nurse, Staff (Bedside/Clinical RN)	Provides professional nursing services in the assessment, treatment and care of patients. For this category, please ONLY include RNs working in your facility who are working in clinical/bedside RN roles. RNs who work primarily in administrative/desk roles should be excluded.
S273	Registered Nurse, Critical	Provides nursing care to patients in the critical care unit.
S066	Registered Nurse, Surgery	Provides nursing care to patients in the surgery unit.
Job Code	**Patient Care**	
S397	Medical Assistant (Certified)	Performs direct and indirect patient care activities such as vital signs, height and weight measurement, and routine lab work. Orders stocks and maintains supplies and equipment. Performs clerical duties including patient registration and chart maintenance. State certification required.
S350	Monitor Tech	Monitors cardiac rate and rhythm of patients. Keeps accurate records. Requires completion of Coronary Care Course, Monitor Tech Course or six month previous training within the last year.
S057	Paramedic	Drives vehicle or rides along on emergency transports. Administers first aid and medical intervention as authorized by policy, protocol and credentials. Communicates with physicians and nursing staff via radio, and responds to their orders. Participates in maintenance of emergency transport vehicles and their inventories. Oversees care provided by EMTs with lesser credentials. Emergency Medical Technician with Paramedic certification (EMT-P).
S267	Patient Care Technician/Nurse Assistant	In collaboration with Staff Nurse provides direct care to a specified group of patients including patient treatments, vital signs, collecting specimens, EKG's and catheter care and removal. Exclude all student PCAs from organizational reporting.
S352	Patient Transporter	Performs routine custodial and nonprofessional duties such as providing patient transportation in the caring for patients.
S063	Phlebotomist	Performs various duties of a paramedical nature within the laboratory; collects specimens. Responsible for the performance of venipunctures, sorting request slips, and stocking laboratory supply items.
S035	Physician Assistant	Performs complete histories and physicals to establish and record patient's current health status. Develop working diagnosis to provide continuing medical care including daily examinations, writing orders, chart notes and discharge summaries. Certified Under direct physician supervision, performs history, physical exams and makes hospital rounds. Assists in the evaluation and work up of the patient, conferring with physician on treatment and follow-up. Assists physician with interpretation of test results. May assist surgeon in operating room with major and minor procedures. May be team leader in emergency, life saving procedures, under direct physician supervision. Graduate of an AMA (CAHEA) approved Physician Assistant program, with an Associate BA/BS, plus two years post-graduate education. Current NCCPA certification or board eligible.
S681	Surgical Assistant	Applies scientific principles and technical skills in assisting physicians in all phases of surgical operations. Assists in retracting, clamping, sponging, aspirating, draping, tying, suturing, and minor cutting under direct visual supervision of surgeon. May have successfully completed a physician assistant program from an accredited school.
S024	Surgical Technician (Certified)	Assists as requested in surgical procedures and related treatments. Responsible for the physical arrangement of patients and equipment for surgical procedures as directed by the surgeon or responsible nurse; responsible for clean-up duties as well as maintaining aseptic nature of environment. Reports to the supervisor in the operating room. Has completed a recognized accredited course of technical instruction in surgical techniques and assisting, and has passed the registry examination that is administered by the Liaison Council on Certification for the Surgical Technologist.

THE HEALTH COLLABORATIVE

Health Collaborative

Employer Workforce Survey Job Titles & Definitions

Job Code	Pharmacy	
S016	Pharmacist (Registered)	Compounds and dispenses medicines and pharmaceutical preparations according to authorized prescriptions; performs routine tests on drugs; consults with medical staff.
S281	Pharmacy Technician	Works under the direction of a registered pharmacist in compounding and dispensing medications according to prescriptions written by physicians.
Job Code	**Radiology**	
S059	CAT Scan (CT) Technician (Registered)	Prepares and positions patients and operates CT Scan equipment to produce three-dimensional images of the body. ARRT Registered.
S358	Echocardiograph Technician (Registered)	Evaluates cardiac patients for valvular function and myocardial wall motion using ultrasound equipment. ARDMS registered.
S312	Mammography Tech (Registered)	Operates mammography equipment to perform exams ranging from simple, routine mammograms to more complex needle localizations in conjunction with a Radiologist. Requires ARRT registration. Certification in mammography required. Requires one year radiologic experience, preferably in mammography.
S032	MRI Technician (Registered)	Performs MRI procedures. Working knowledge of MRI equipment including various head and body coils, computer technology, and laser imager. Requires ARRT registration. Certification in MRI preferred. Requires at least six months experience with MRI procedures, techniques and protocols.
S012	Nuclear Medicine Technician (Registered)	Operates radioscopic equipment, such as detectors and scanners, to produce scanograms and measure concentrations of radioactive isotopes in specified body areas to obtain information for use by physicians in diagnosing illnesses. Experienced radiologic technologist or equivalent with special registry in nuclear medicine from ARRT. NMTCB Certified.
S019	Radiology Tech (Registered)	Takes radiologic films of various portions of the body to assist in the detection of foreign bodies and the diagnosis of diseases and injuries. ARRT Registered.
S025	Ultrasonographer (Registered)	Performs diagnostic procedures on patients using ultrasound waves to examine tissue and body structures. ARDMS Registered.
Job Code	**Social Service**	
S051	Social Worker (MSW)	Provides a social work service by helping patients with personal, social, financial, and environmental problems; participates in developing social and health programs in the community. Master's degree required.
Job Code	**Therapy**	
S014	Occupational Therapist (Registered)	Rehabilitates the disabled, injured and diseased patient through the use of arts and crafts in accordance with a physician's prescription. Provides directed activities to assist in treatment and rehabilitation of mentally ill or physically handicapped patients.
S017	Physical Therapist (Registered)	Administers various physical therapeutic treatments to patients based on physician orders; assists in keeping patient related records and preparing reports.
S034	Physical Therapy Assistant	Administers various physical therapy treatments to patients under the direct supervision of physical therapist.
S021	Respiratory Therapist (Registered)	Administers oxygen and all forms of inhalation therapy to patients as prescribed by a physician; cleans and repairs oxygen equipment; may be involved in diagnostic studies under direct supervision of a physician.
S040	Speech Pathologist/Therapist (Registered)	Diagnoses, treats and performs research related to speech and language problems. MS required.

THE HEALTH COLLABORATIVE

Health Collaborative

Employer Workforce Survey Job Titles & Definitions

Job Code	Physician Practice (PP)	
S583	Medical Assistant - (PP)	Performs a variety of medically related tasks by assisting the doctor or nurse in providing direct patient care.
S721	Nurse Practitioner - (PP)	Provides general medical care and treatment to patients under direct supervision of physician in a physician office setting.
S302	Office Manager - (PP)	Assists with the operations of the physician practice, including supervision, orientation and training of office personnel. Coordinates all office functions such as transcription, scheduling, billing/collection and medical records.
S829	Physical Therapist - (PP)	Administers various physical therapeutic treatments to patients based on physician orders; assists in keeping patient related records and preparing reports.
S770	Physician Assistant - (PP)	Provides healthcare services to patients under direct supervision and responsibility of a physician.
S870	Receptionist - (PP)	Receives incoming visitors for the physician practice; answers various personal and telephone inquiries and performs a variety of duties.
S062	Registered Nurse - (PP)	Provides professional nursing services in the assessment, treatment and care of patients in the physician's office.
	Physicians	
	Physicians	Report all physicians that are employed by the health system.
	Broad Job Categories	
	C-Suite Executives	Report all senior chief executives that have a vice president title or higher and serve as part of the health system's senior chief leadership.
	Senior Level Officials and Directors	Report all senior level officials that have a title of director or senior manager within the health system. Examples include: Human Resources Director and Business Development Director.
	First/Mid-Level Managers & Officials	Report all first and mid-level managers and supervisors within the health system. Examples include: Case Management Supervisor, Medical Records Supervisor, Physical Therapy Supervisor.
	All Hospital Positions	Report hospital staff totals.
	All Physician Practice Positions	Report physician practice totals.
	All Other Organization Positions	Report totals for all remaining staff in your organization who do not fit the category of hospital staff or physician practice staff (i.e. business office staff, human resources staff, etc.).
	All Organization Positions	Report health system wide totals.