



REPORT TO THE LEGISLATURE

Performance Report for Eastern and Western State Hospitals SFY 2025

Session Law, Engrossed Substitute Senate Bill 5167 Sec 1202 (13)

December 1, 2025

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Executive Summary

The 2025 Washington State Legislature enacted Engrossed Substitute Senate Bill 5167, the 2025-2027 operating budget. Section 1202(13) provides:

Within the amounts provided in this subsection, the department must develop and submit an annual state hospital performance report for eastern and western state hospitals. Each measure included in the performance report must include baseline performance data, agency performance targets, and performance for the most recent fiscal year. The performance report must include a one page dashboard as well as charts for each fiscal and quality of care measure broken out by hospital and including but not limited to:

- (i) monthly FTE expenditures compared to allotments;
- (ii) monthly dollar expenditures compared to allotments;
- (iii) monthly FTE expenditures per ten thousand patient bed days;
- (iv) monthly dollar expenditures per ten thousand patient bed days;
- (v) percentage of FTE expenditures for overtime;
- (vi) average length of stay by category of patient;
- (vii) average monthly civil wait list;
- (viii) average monthly forensic wait list;
- (ix) rate of staff assaults per 10,000 bed days;
- (x) rate of patient assaults per 10,000 bed days;
- (xi) average number of days to release after a patient has been determined to be clinically ready for discharge; and
- (xii) average monthly vacancy rates for key clinical positions.

The following report details relevant metrics for both Eastern and Western State Hospitals. When applicable, agency performance targets are included. The Department is still in the process of determining how to report the average number of days to release after a patient is found to no longer require active psychiatric treatment at an inpatient level of care.

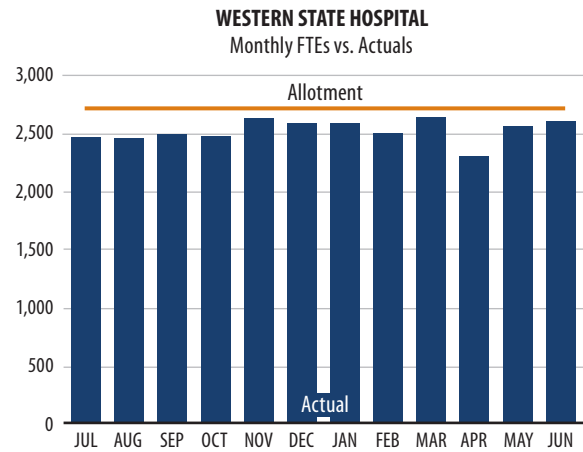
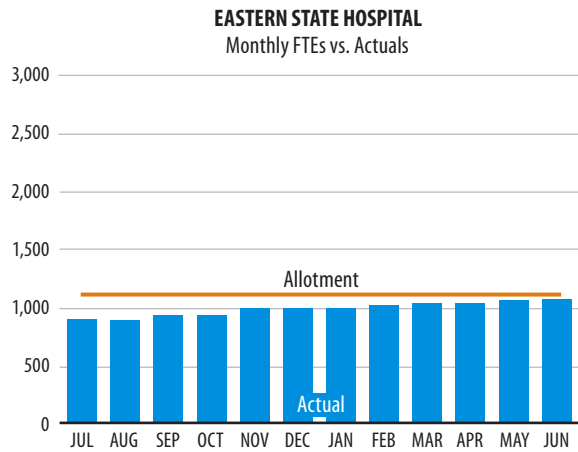
Western State Hospital was established in 1871, and in SFY 2025 employed an average of 2,324 full time staff with an annual operating budget of \$384,429,268. Eastern State Hospital was established in 1891, and in SFY 2025 employed an average of 954 full time staff with an annual operating budget of \$168,218,238. The two hospitals served a total of 2,839 patients in SFY 2025.

Please note the following with respect to the SFY 2025 data:

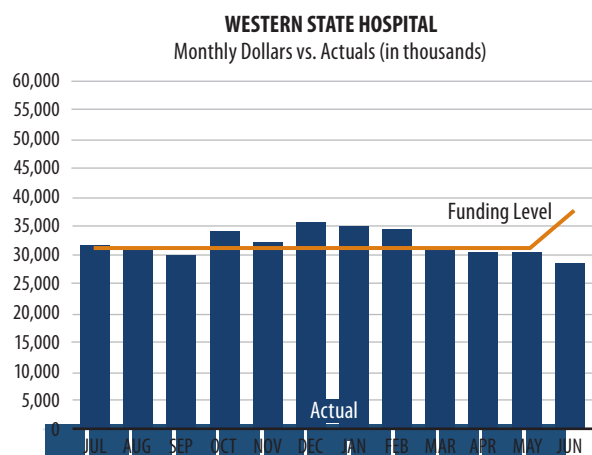
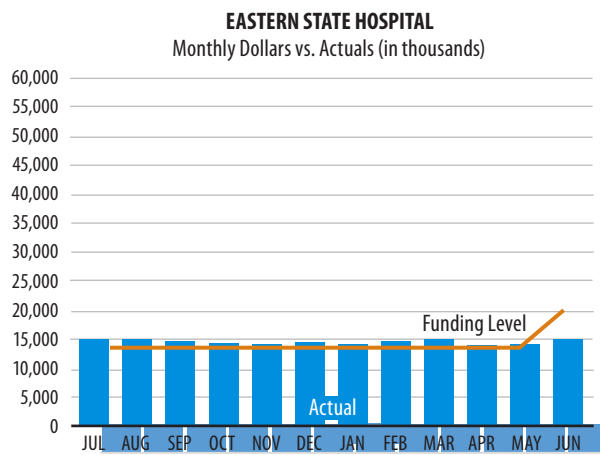
- (1) Length of stay between facilities should not be compared due to transfers to Behavioral Health & Treatment Centers (BHTCs) that are not represented here.
- (2) Historically, all RTF (now BHTC) competency restoration data was grouped with WSH competency restoration data. As of 2025, all RTF data (historical or current) are not grouped with WSH, and instead have their own reporting categories. Therefore, length of stay calculation for historical WSH competency restoration episodes here may differ from previous reporting.

Monthly Full-Time Employee and Dollar Expenditures Compared to Allotments

SFY 2025 FTE Expenditure Trend



SFY 2025 Dollar Trend



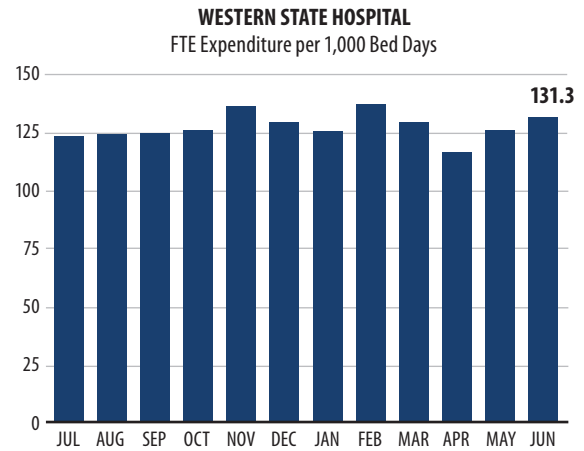
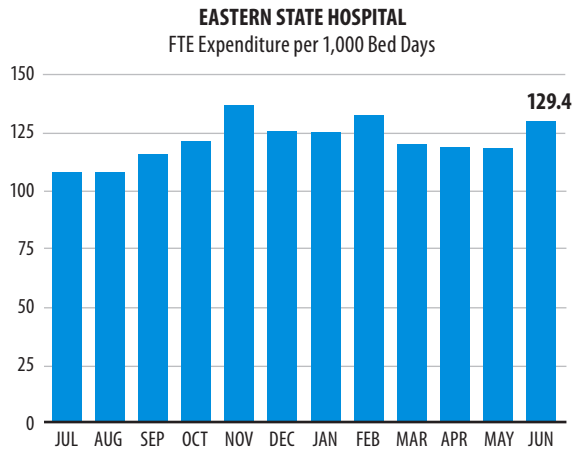
SFY 2025

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTAL
Eastern State Hospital													
FTE Allotment	1,113.3	1,113.3	1,113.3	1,113.3	1,113.3	1,113.3	1,112.3	1,112.3	1,112.3	1,112.3	1,112.3	1,112.3	1,112.8
FTE Actuals	896.3	889.3	936.6	937.9	997.6	997.0	998.8	1,021.5	1,041.4	1,039.9	1,069.8	1,078.3	992.0
FTE Variance	217.0	224.0	176.7	175.4	115.7	116.3	113.5	90.8	70.9	72.4	42.5	34.0	120.8
Funding Level (000s)	13,540	13,539	13,539	13,539	13,539	13,539	13,537	13,537	13,537	13,537	13,537	19,299	168,218
Actuals (000s)	15,071	14,774	14,548	14,125	14,094	14,244	13,946	14,551	14,911	13,901	14,051	14,902	173,119
Dollar Variance (000s)	-1,531	-1,235	-1,009	-586	-554	-705	-409	-1,015	-1,374	-364	-514	4,397.00	-4,901
Western State Hospital													
FTE Allotment	2,695.9	2,695.9	2,695.9	2,695.9	2,695.9	2,695.9	2,695.9	2,695.9	2,695.9	2,695.9	2,695.9	2,695.9	2,695.9
FTE Actuals	2,472.3	2,455.6	2,495.5	2,475.5	2,630.1	2,587.0	2,583.6	2,499.9	2,639.6	2,306.8	2,564.9	2,609.5	2,526.7
FTE Variance	223.6	240.3	200.4	220.4	65.8	108.9	112.3	196.0	56.3	389.1	131.0	86.4	169.2
Funding Level (000s)	31,504	31,503	31,503	31,503	31,503	31,503	31,505	31,505	31,505	31,505	31,505	37,886	384,429
Actuals (000s)	31,940	31,489	30,311	34,452	32,523	35,874	35,236	34,747	31,835	30,707	30,693	28,668	388,475
Dollar Variance (000s)	-436	14	1,192	-2,949	-1,020	-4,371	-3,731	-3,243	-331	798	811	9,218	-4,046

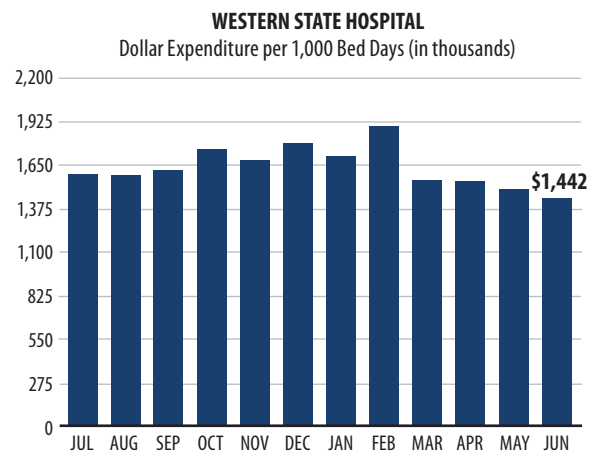
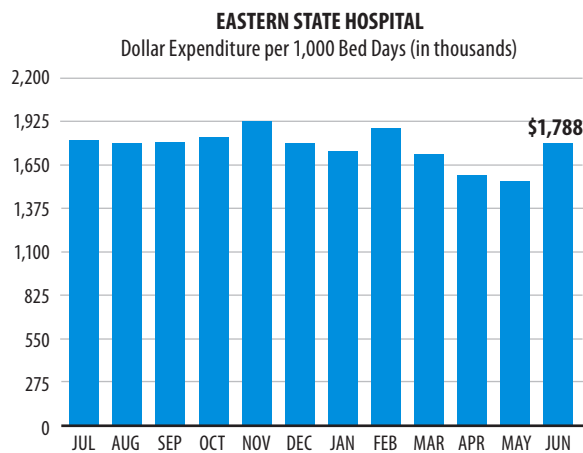
SFY 2025 State Hospital Performance Summary

Monthly FTE and Dollar Expenditures per 1,000 Bed Days

SFY 2025 FTEs per 1,000 Bed Days



SFY 2025 Dollars per 1,000 Bed Days

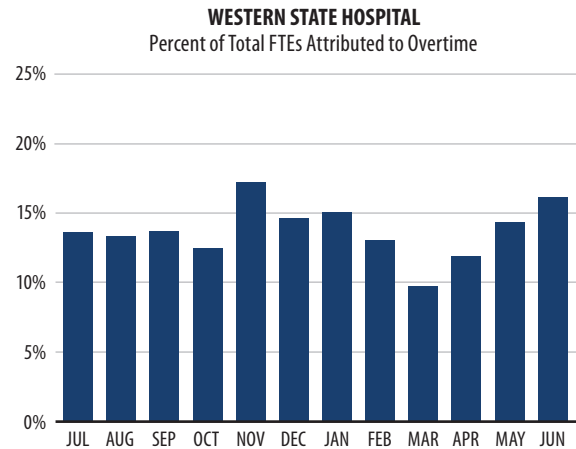
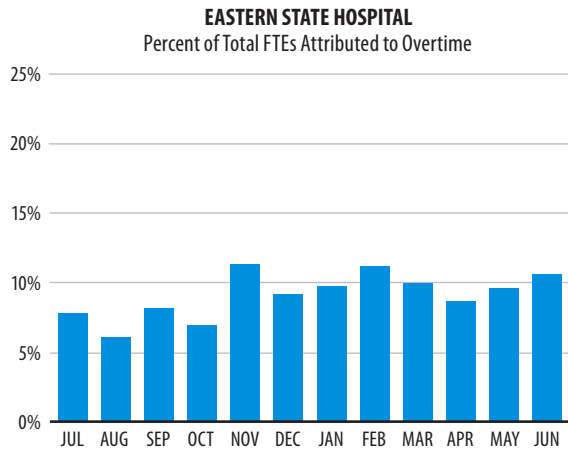


	SFY 2025											
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Eastern State Hospital												
Total Patient Days	8,328	8,282	8,138	7,751	7,305	7,973	8,031	7,732	8,712	8,777	9,070	8,333.0
FTE Actuals	896.3	889.3	936.6	937.9	997.6	997.0	998.8	1,021.5	1,041.4	1,039.9	1,069.8	1,078.3
FTEs/1000 Patient Days	107.6	107.4	115.1	121.0	136.6	125.0	124.4	132.1	119.5	118.5	117.9	129.4
Dollars Actual (000s)	15,071	14,774	14,548	14,125	14,094	14,244	13,946	14,551	14,911	13,901	14,051	14,902
Dollars/1000 Patient Days (000s)	1,810	1,784	1,788	1,822	1,929	1,787	1,737	1,882	1,712	1,584	1,549	1,788
Western State Hospital												
Total Patient Days	20,014	19,848	18,758	19,685	19,334	20,019	20,647	18,305	20,472	19,860	20,418	19,879.0
FTE Actuals	2,472.3	2,455.6	2,495.5	2,475.5	2,630.1	2,587.0	2,583.6	2,499.9	2,639.6	2,306.8	2,564.9	2,609.5
FTEs/1000 Patient Days	123.5	123.7	133.0	125.8	136.0	129.2	125.1	136.6	128.9	116.2	125.6	131.3
Dollars Actual (000s)	31,940	31,489	30,311	34,452	32,523	35,874	35,236	34,747	31,835	30,707	30,693	28,668
Dollars/1000 Patient Days (000s)	1,596	1,587	1,616	1,750	1,682	1,792	1,707	1,898	1,555	1,546	1,503	1,442

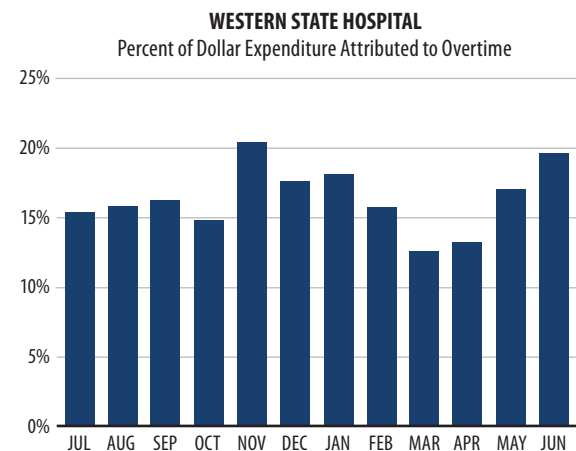
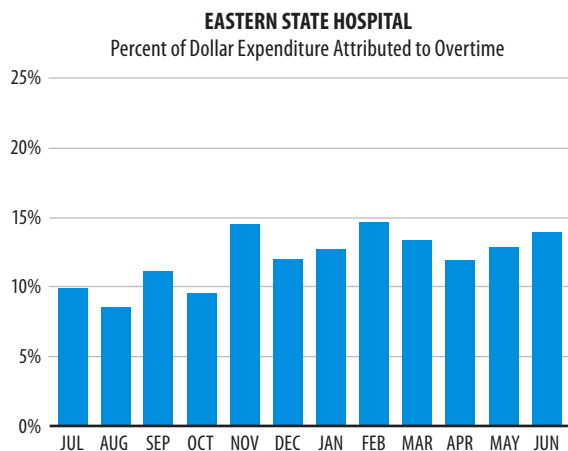
SFY 2025 State Hospital Performance Summary

Percentage of FTE Expenditures for Overtime

SFY 2025 FTE Overtime Trend



SFY 2025 Trend in Overtime Dollar Expenditures



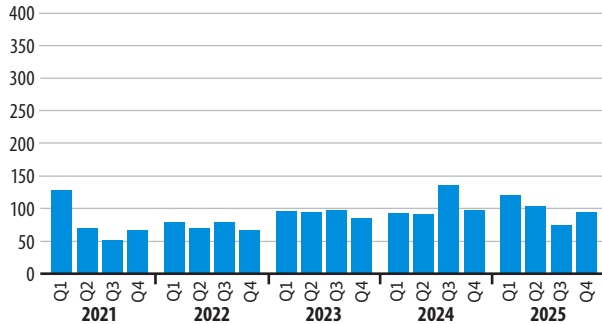
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTAL
SFY 2025													
Eastern State Hospital													
FTE Actuals	896.3	889.3	936.6	937.9	997.6	997.0	998.8	1,021.5	1,041.4	1,039.9	1,069.8	1,078.3	992.0
FTE Overtime Actual	69.8	53.4	76.5	64.8	113.0	90.5	97.2	114.2	103.4	89.7	102.5	114.2	90.8
Percent FTEs Overtime	7.8%	6.0%	8.2%	6.9%	11.3%	9.1%	9.7%	11.2%	9.9%	8.6%	9.6%	10.6%	9.2%
Funding Actual \$000s	15,071	14,774	14,548	14,125	14,094	14,244	13,946	14,551	14,911	13,901	14,051	14,902	173,119
O/T Cost (\$ shown in 1,000s)	768	626	868	750	1,226	1,008	1,066	1,287	1,180	1,020	1,140	1,248	12,184
O/T Expenditure Rate	10.0%	8.6%	11.2%	9.6%	14.6%	12.1%	12.8%	14.8%	13.5%	12.0%	13.0%	14.0%	12.2%
Western State Hospital													
FTE Actuals	2,472.3	2,455.6	2,495.5	2,475.5	2,630.1	2,587.0	2,583.6	2,499.9	2,639.6	2,306.8	2,564.9	2,609.5	2,526.7
FTE Overtime Actual	337.0	328.7	341.6	309.3	453.0	378.5	389.7	326.3	256.9	274.3	369.7	422.9	349.0
Percent FTEs Overtime	13.6%	13.4%	13.7%	12.5%	17.2%	14.6%	15.1%	13.1%	9.7%	11.9%	14.4%	16.2%	13.8%
Funding Actual \$000s	31,940	31,489	30,311	34,452	32,523	35,874	35,236	34,747	31,835	30,707	30,693	28,668	388,475
O/T Cost (\$ shown in 1,000s)	3,127	3,063	3,218	2,911	4,334	3,624	3,696	3,120	2,455	2,590	3,556	4,151	39,844
O/T Expenditure Rate	15.6%	16.0%	16.5%	15.0%	20.6%	17.9%	18.3%	15.9%	12.7%	13.4%	17.3%	19.9%	16.6%

NOTE: 1 In previous reports, Overtime Actuals were listed as a % of overall expenditures. We changed the methodology to be listed as the overall % of Object A in the FY2022 report, and continued that approach in this report. This calculation may differ from other BHHH reporting. 2 Overtime Expenditure Rate is the total amount of dollars spent on overtime divided by the total overall expenditures. 3 Rows with '\$000s' are the dollar amount shown as \$1,000s.

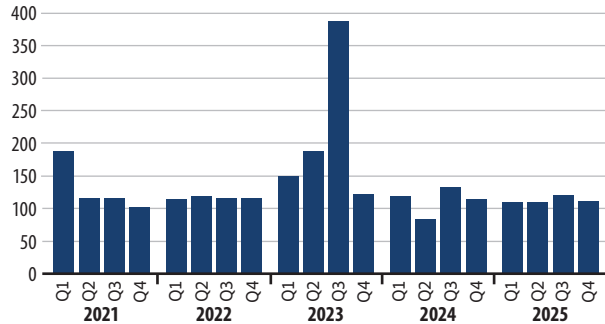
Median Length of Stay by Patient Category

Median Length of Stay (Days in Episode) by Quarter, SFY 2021 Q1 – SFY 2025 Q4

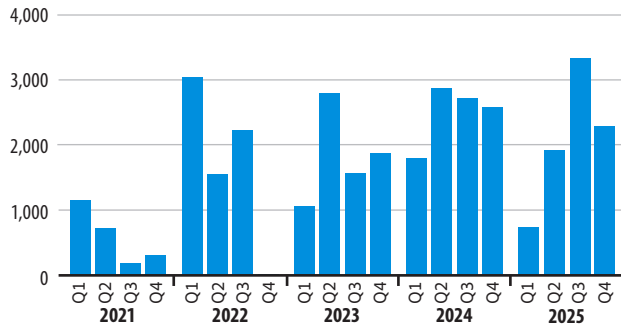
EASTERN STATE HOSPITAL
All Forensic



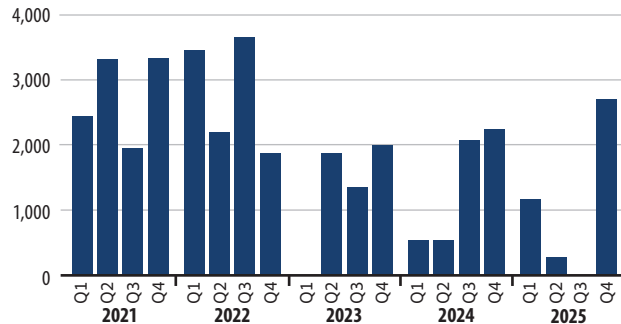
WESTERN STATE HOSPITAL
All Forensic



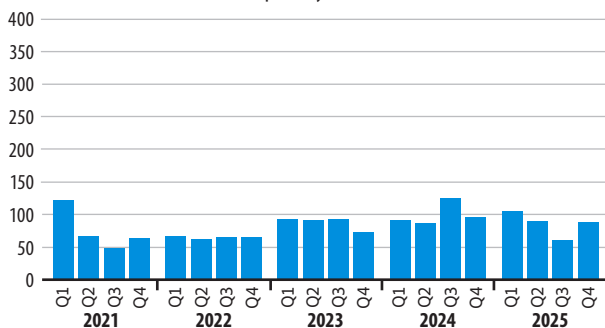
WESTERN STATE HOSPITAL
Not Guilty by Reason of Insanity



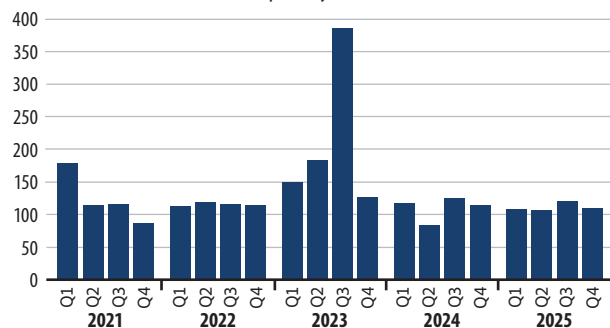
WESTERN STATE HOSPITAL
Not Guilty by Reason of Insanity



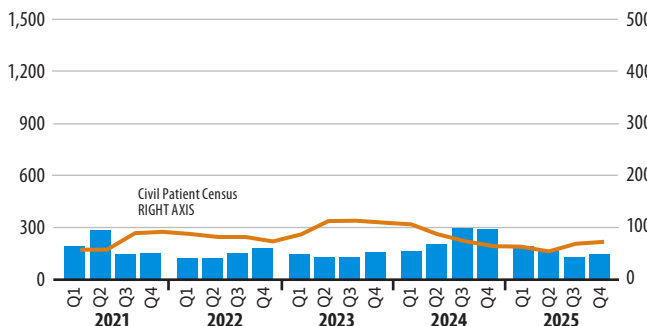
WESTERN STATE HOSPITAL
Competency Restoration



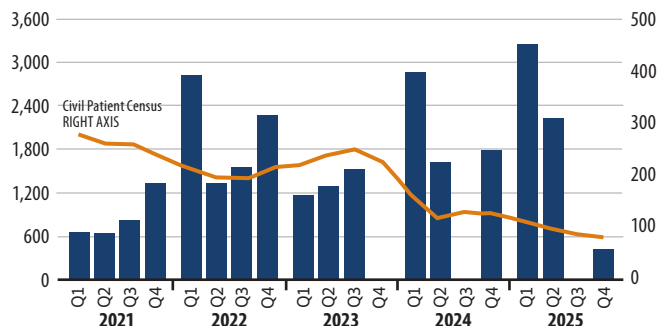
WESTERN STATE HOSPITAL
Competency Restoration



WESTERN STATE HOSPITAL
Civil (excludes civil conversions)



WESTERN STATE HOSPITAL
Civil (excludes civil conversions)



Median Length of Stay by Patient Category

Median Length of Stay (Days in Episode) by Quarter, SFY 2021 Q1 – SFY 2025 Q4

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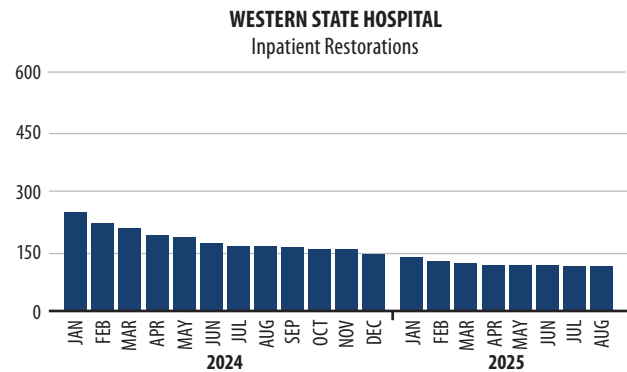
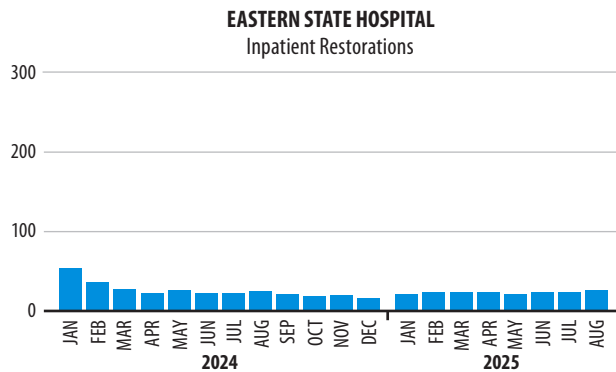
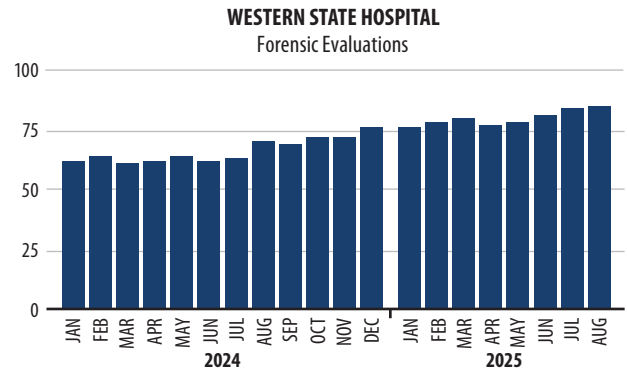
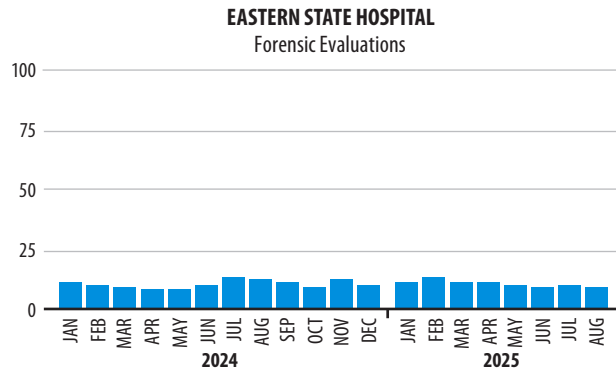
	SFY 2021				SFY 2022				SFY 2023				SFY 2024				SFY 2025			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Eastern State Hospital, Forensic Patients																				
All Forensic	128	69	52	65	79	69	78	65	96	93	97	85	92	91	135	98	120	103	74	95
Not Guilty/Insanity	1152	717	183	299	3035	1544	2223		1045	2783	1562	1866	1797	2879	2722	2582	728	1929	3327	2283
Comp. Restoration	123	68	51	64	67	62	65	65	93	92	93	74	91	87	125	96	106	90	62	90
Western State Hospital, Forensic Patients																				
All Forensic	188	116	116	103	114	120	116	116	149	188	387	123	119	84	133	115	110	110	121	112
Not Guilty/Insanity	2431	3311	1946	3339	3453	2199	3652	1880		1881	1341	1990	543	531	2072	2247	1171	279		2697
Comp. Restoration	180	115	116	87	114	120	116	115	149	185	387	128	118	84	126	115	109	108	121	111
Civil Patients																				
ESH, Civil	189	287	143	151	125	121	152	183	148	130	129	155	160	203	302	290	195	168	126	147
ESH, Civil Census	57	58	88	91	88	82	82	74	86	111	112	108	106	87	73	64	63	55	68	72
WSH, Civil	664	646	823	1337	2828	1348	1565	2271	1167	1309	1539		2871	1631		1797	3255	2237		434
WSH, Civil Census	279	263	260	237	214	196	195	214	221	238	251	227	168	120	131	129	117	100	89	82

NOTE: **1** Consecutive service spans are combined into a single episode of care and include state hospitals, community hospitals and evaluation and treatment facilities. **2** Patients with treatment at both Eastern and Western state hospitals were assigned to the hospital where they spent the most time in that episode. **3** The median LOS for NGRi patient discharges from a hospital may represent fewer than 4 discharges and should be interpreted with caution due to small n's. Empty cells represent no discharges in the quarter. **4** Civil census counts include in-residence patients and exclude those released on authorized leave or medical discharge. **5** LOS between facilities should not be compared due to transfers to BHTCs that are not represented here. **6** Targets are not included for length of stay. **7** As of Fall 2023, the Assistant Attorney Generals (AAGs) advised that 72/120 hour dismissal evaluation orders should be redefined at the state hospitals from forensic to civil legal authorities, and data reporting and processes were updated accordingly. For many cases, this new definition moved the date of the forensic to civil legal authority to an earlier month or removed them as a forensic to civil legal authority conversion. Therefore, this report should not be compared with those generated prior to January 2024. **8** Historically, all RTF (now BHTC) competency restoration data was grouped with WSH competency restoration data. As of 2025, all RTF data (historical or current) are not grouped with WSH, and instead have their own reporting categories. Therefore, length of stay calculation for historical WSH competency restoration episodes here may differ from previous reporting.

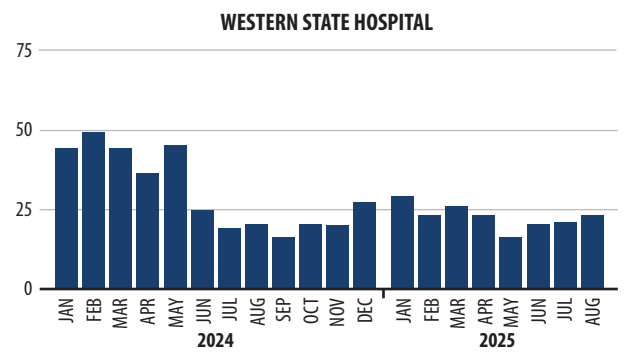
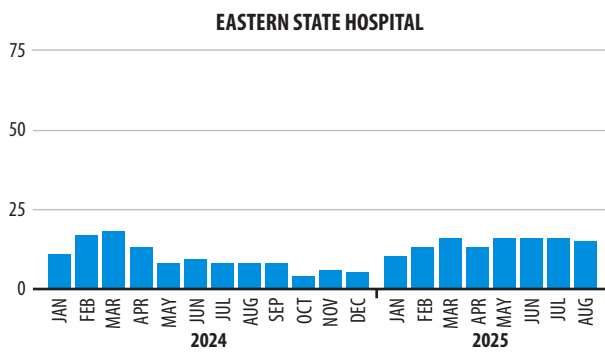
SOURCE: DSHS Research and Data Analysis, Integrated Client Databases.

Average Daily Wait Lists by Month, Forensic and Civil Patients

Forensic Wait List, CY 2024 – CY 2025



Civic Wait List, CY 2024 – CY 2025



Average Daily Wait Lists by Month, Forensic and Civil Patients

Forensic and Civil Wait List, CY 2024 – CY 2025

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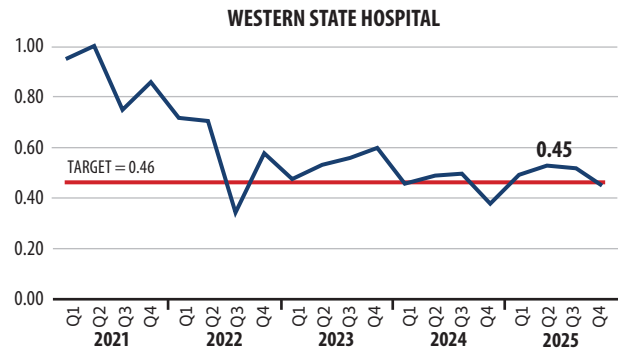
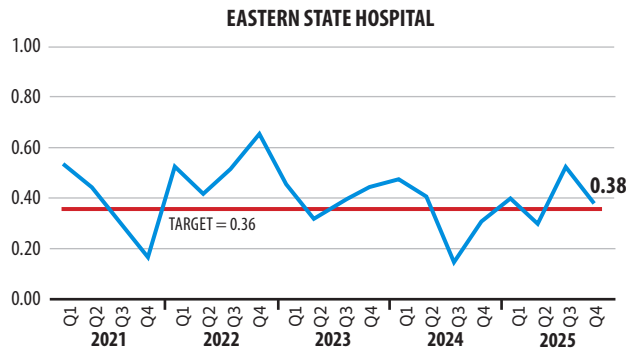
	CY 2024												CY 2025							
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
Eastern State Hospital, Forensic Waitlist (through August 2025)																				
Forensic Evaluations	11	10	9	8	8	10	13	12	11	9	12	10	11	13	11	11	10	9	10	9
Inpatient Restorations	54	36	27	22	25	22	22	25	21	19	20	16	21	23	23	23	21	24	23	25
Western State Hospital, Forensic Waitlist (through August 2025)																				
Forensic Evaluations	62	64	61	62	64	62	63	70	69	72	72	76	76	78	80	77	78	81	84	85
Inpatient Restorations	247	220	205	190	185	169	162	160	158	153	154	143	133	123	118	112	115	114	110	111
Eastern State Hospital, Civil Waitlist (through August 2025)																				
Civil Wait List	11	17	18	13	8	9	8	8	8	4	6	5	10	13	16	13	16	16	16	15
Western State Hospital, Civil Waitlist (through August 2025)																				
Civil Wait List	44	49	44	36	45	25	19	20	16	20	20	27	29	23	26	23	16	20	21	23

NOTE: 1 Forensic wait lists include all clients awaiting an evaluation or restoration regardless of location (In-jail, Out-of-jail, Personal Recognizance). 2 The wait list for forensic evaluations include patients waiting for inpatient competency evaluations, NGRI admissions, 72-hour dismissal evaluations, and 120-hour dismissal evaluations. 3 Previous civil wait list reporting may not have included Habilitative Mental Health data in these counts. 4 Forensic wait time averages are as of the end of the month and include all individuals who waited for services at an point in the month, even individuals who continue to wait after the end of the quarter. 5 Individuals may have multiple court orders for different service types. The average days could include days waiting for services of any type ordered. For this analysis, when an individual is waiting for services on multiple court orders within the same time period, the Primary Legal Authority Type selects the most appropriate type based on the following Hierarchy: (1) 120 Hr Felony Dismissal Evaluation (2) 120 Hr Misdemeanor Dismissal Evaluation (3) 72 Hr Felony Dismissal Evaluation (4) 72 Hr Misdemeanor Dismissal Evaluation (5) NGRI (6) NGRI CR REVOC (7) 90 Day First Felony Competency Restoration (8) 90 Day Second Felony Competency Restoration (9) 180 Day Final Felony Competency Restoration (10) 45 Day First Felony Competency Restoration (11) Misdemeanor Restoration up to 29 Days (12) 15 Day Forensic Evaluation - Felony (13) Forensic Evaluation Completion - Felony (14) 15 Day Forensic Evaluation - Misdemeanor (16) Forensic Evaluation Completion - Misdemeanor (17) Outpatient OP Eval for an IP Order. As a result, forensic waitlist information may not be comparable to other reports due to different sources, methodology, and/or counting rules. 6 In October 2023, there was a data cleanup effort by BHA alongside the deployment of a new tool (the Civil Waitlist App). Due to that, civil waitlist numbers reported here may not be comparable to prior reporting.

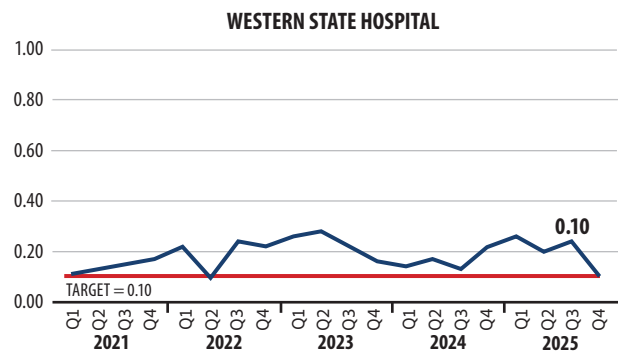
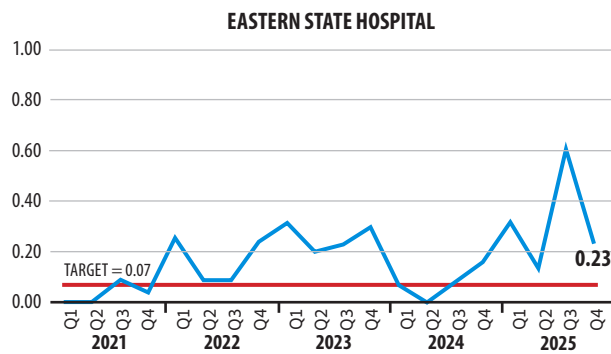
SOURCE: DSHS Behavioral Health and Habilitation Administration Forensic Data System and data provided by Western and Eastern State Hospitals.

Rate of Staff and Patient Assaults per 1,000 Bed Days

Patient to Staff Assaults by Quarter, SFY 2021 – SFY 2025



Severe Patient Injuries by Quarter, SFY 2021 – SFY 2025



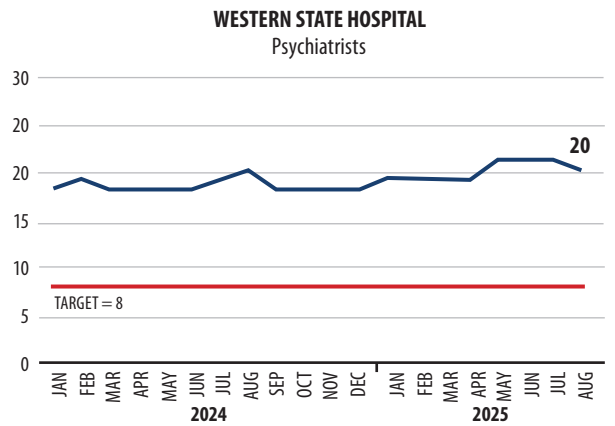
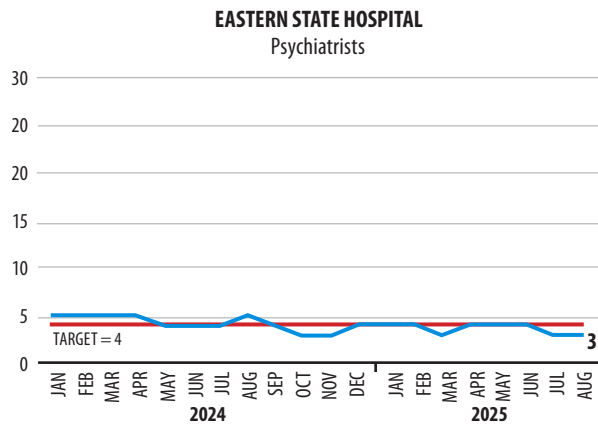
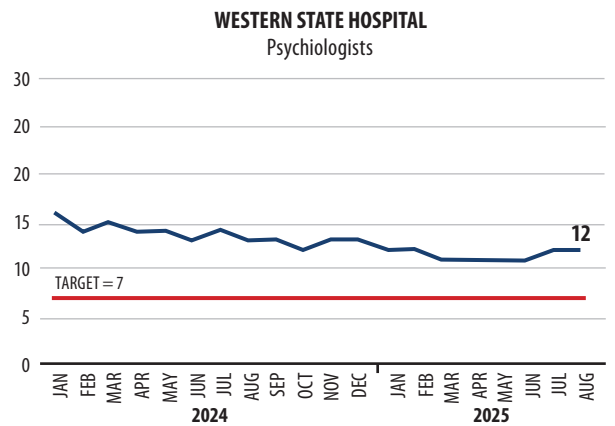
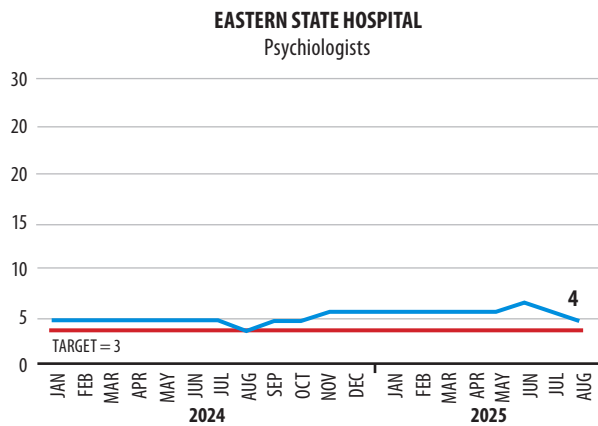
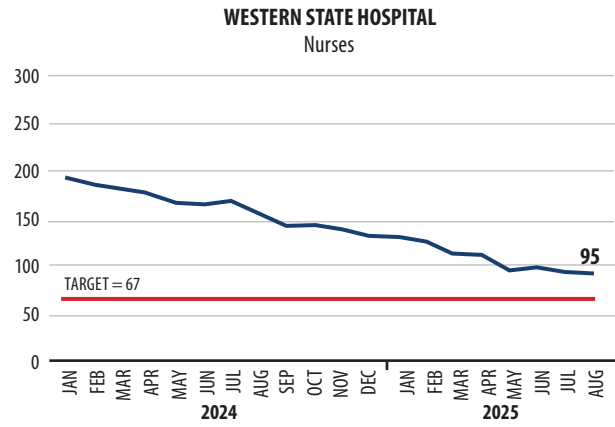
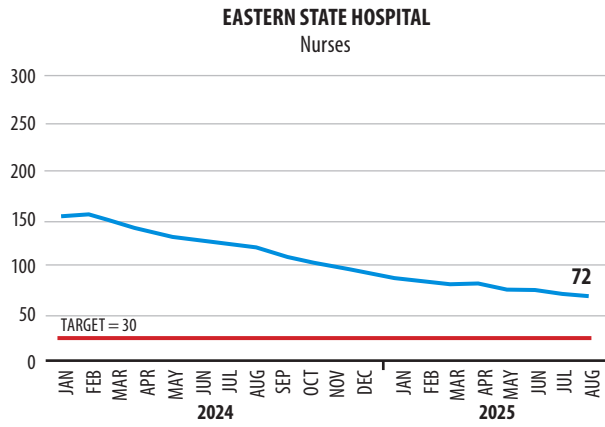
	SFY 2021				SFY 2022				SFY 2023				SFY 2024				SFY 2025			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Eastern State Hospital																				
Patient to Staff Assaults	0.54	0.45	0.31	0.17	0.53	0.42	0.52	0.66	0.46	0.32	0.39	0.45	0.48	0.41	0.15	0.31	0.40	0.30	0.53	0.38
Target	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36
Severe Patient Injuries	0.00	0.00	0.09	0.04	0.26	0.09	0.09	0.24	0.32	0.20	0.23	0.30	0.07	0.00	0.08	0.16	0.32	0.13	0.61	0.23
Target	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07
Western State Hospital																				
Patient to Staff Assaults	0.95	1.00	0.75	0.86	0.72	0.71	0.34	0.58	0.48	0.53	0.56	0.60	0.46	0.49	0.50	0.38	0.49	0.53	0.52	0.45
Target	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Severe Patient Injuries	0.11	0.13	0.15	0.17	0.22	0.10	0.24	0.22	0.26	0.28	0.22	0.16	0.14	0.17	0.13	0.22	0.26	0.20	0.24	0.10
Target	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10

NOTE: 1 Incidents are distinctly tracked for each of the state hospitals, for purposes of mapping rates by facility. 2 An injury occurs when a patient suffers physical harm or damage, excluding the result of a disease process. Severe patient injuries include all patient injuries with a severity level of "3" or higher (3 = medical intervention; 4 = hospitalization; 5 = death). 3 Targets for both Eastern and Western State Hospital are based on a 10% reduction from the previous SFY's average.

SOURCE: Reports from Eastern State Hospital and Western State Hospital.

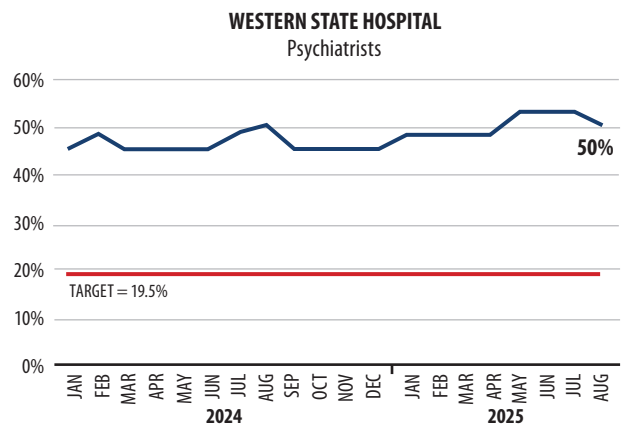
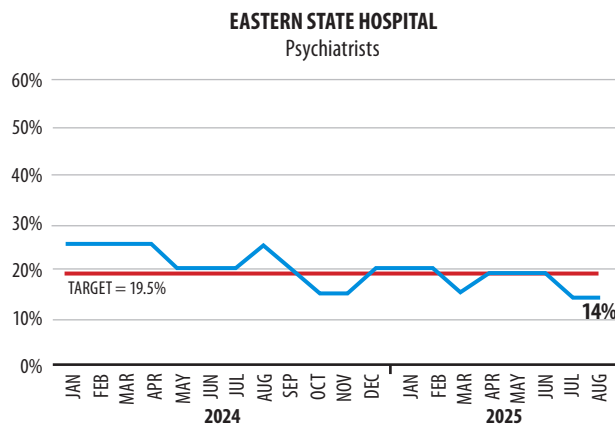
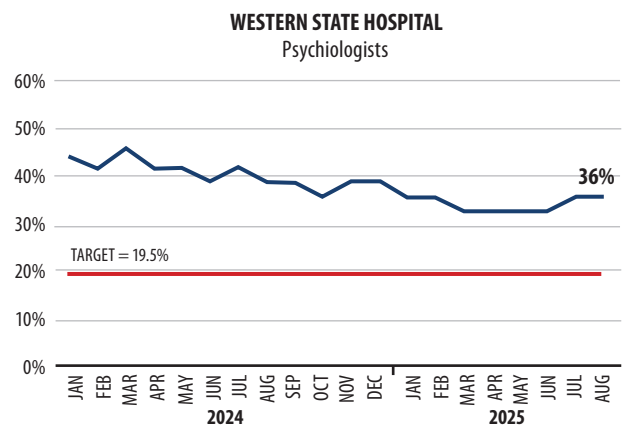
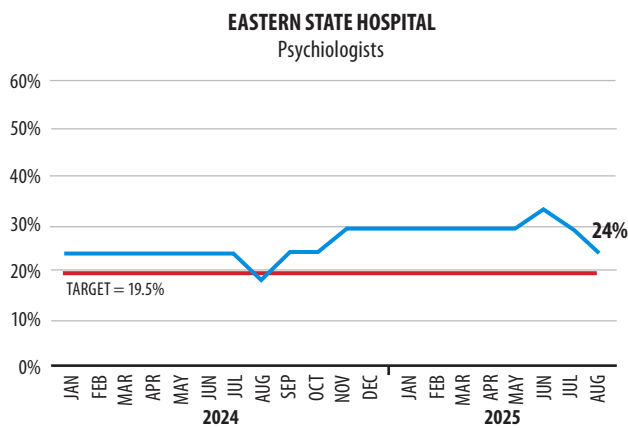
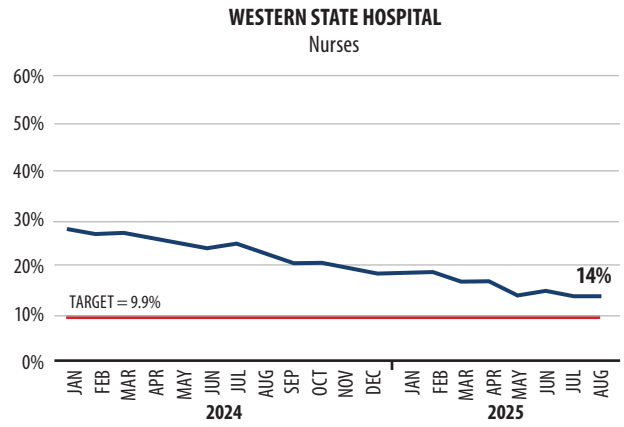
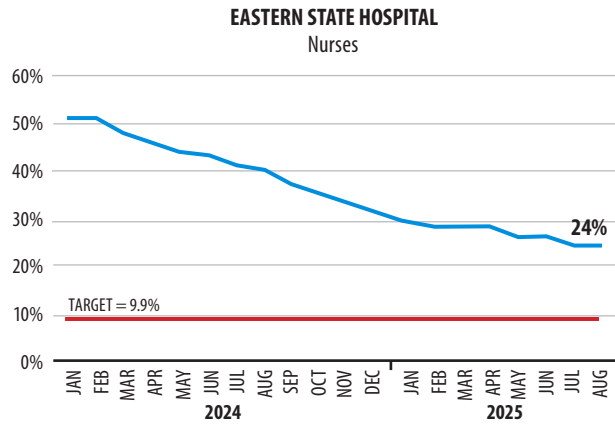
Monthly Vacancies for Key Clinical Positions

Number of Vacancies, CY 2024 – CY 2025



Monthly Vacancies for Key Clinical Positions

Percent of Vacancies, CY 2024 – CY 2025



Monthly Vacancies for Key Clinical Positions

...continued

NUMBER	CY 2024												CY 2025							
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
Eastern State Hospital (through August 2025)																				
Nurses	155	157	148	140	133	130	126	122	113	106	101	95	89	87	84	84	78	78	74	72
Target	29	29	29	29	29	29	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Psychologists	4	4	4	4	4	4	4	3	4	4	5	5	5	5	5	5	5	6	5	4
Target	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Psychiatrists	5	5	5	5	4	4	4	5	4	3	3	4	4	4	3	4	4	4	3	3
Target	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
Western State Hospital (through August 2025)																				
Nurses	193	187	182	177	168	166	169	156	144	144	140	133	131	127	115	114	97	99	95	95
Target	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67
Psychologists	16	14	15	14	14	13	14	13	13	12	13	13	12	12	11	11	11	11	12	12
Target	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
Psychiatrists	18	19	18	18	18	18	19	20	18	18	18	18	19	19	19	19	21	21	21	20
Target	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8
PERCENT	CY 2024												CY 2025							
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
Eastern State Hospital (through August 2025)																				
Nurses	51%	51%	48%	46%	44%	43%	41%	40%	37%	35%	33%	31%	29%	28%	28%	28%	26%	26%	24%	24%
Target	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%
Psychologists	24%	24%	24%	24%	24%	24%	24%	18%	24%	24%	29%	29%	29%	29%	29%	29%	29%	33%	29%	24%
Target	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%
Psychiatrists	25%	25%	25%	25%	20%	20%	20%	25%	20%	15%	15%	20%	20%	20%	15%	19%	19%	19%	14%	14%
Target	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%
Western State Hospital (through August 2025)																				
Nurses	28%	27%	27%	26%	25%	24%	25%	23%	21%	21%	20%	19%	19%	19%	17%	17%	14%	15%	14%	14%
Target	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%
Psychologists	44%	42%	46%	42%	42%	39%	42%	39%	39%	36%	39%	39%	36%	36%	33%	33%	33%	33%	36%	36%
Target	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%
Psychiatrists	45%	48%	45%	45%	45%	45%	48%	50%	45%	45%	45%	45%	48%	48%	48%	48%	53%	53%	53%	50%
Target	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%

DEFINITION: Number and percent of vacancies per employee classification per month

NOTE: 1 The nurse category includes Registered Nurses, Licensed Professional Nurses and Psychiatric Security Nurses. 2 The psychologists category includes Psychologist - Forensic Evaluators. 3 Nursing percentage targets shown are average national nurse vacancy rates. Psychologist and Psychiatrist percentage targets are based on the national hospital staff turnover rate. See Nursing Solutions, Inc. (NSI), https://www.nsinursingsolutions.com/Documents/Library/NSI_National_Health_Care_Retention_Report.pdf. 4 Numerical targets use the same percentages, calculated from the number of positions allotted for each hospital in respective employment categories (Human Resource Management System). 5 Vacancies include on-call, non-permanent, and project positions. This data may be pulled from the HR system at a different time in the month than other reports.

SOURCE: DSHS Human Resources Division, Human Resource Management System.