

The Labor Crisis in Maine Hospitals

Throughout Maine, hospitals are always there
24 hours a day, **7 days a week**, 365 days a year

Hospitals in Maine in 2021 had:



118,897

Patients admitted



11,235

Babies delivered



826,954

ED visits



8,183,601

Outpatient visits

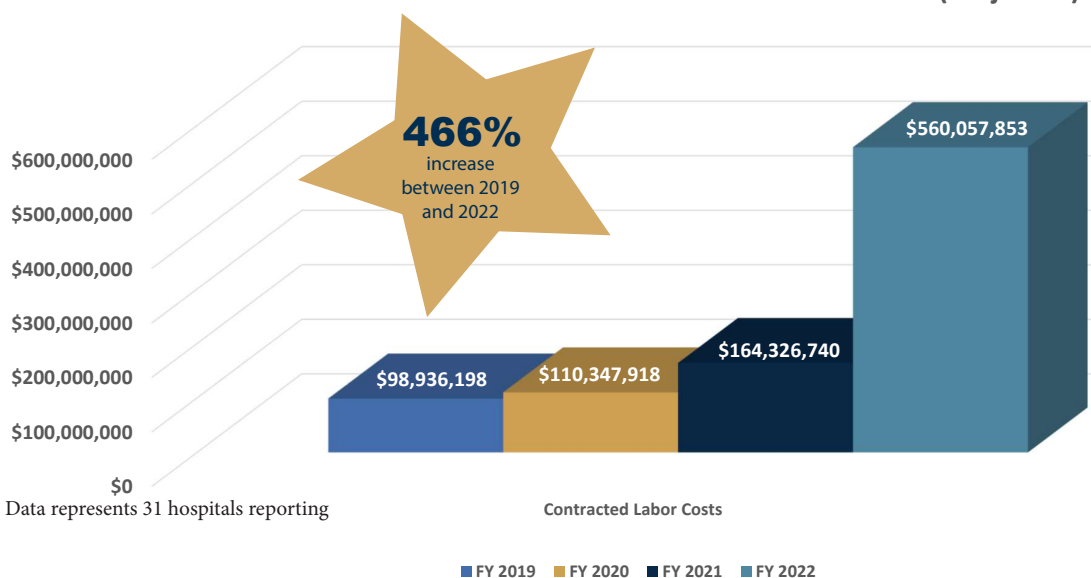
Hospitals posted **4,000** direct care jobs in mid 2022. Nearly **3,000** were in nursing.

The burden of the workforce shortage

Maine hospitals are resilient and adaptable, but the stress and burnout of the pandemic combined with an aging workforce retiring has led to unprecedented personnel shortages across the spectrum of care. As a result, hospitals increasingly rely on contracted staff to maintain bed capacity and deliver care. The increased reliance on temporary staff has produced astronomical increases in contracted labor costs that threaten hospitals' financial security.

Contract labor year-over-year growth

Contract Labor Dollars Year Over Year Growth 2019-2022 (Projected)



In September 2019, Maine hospitals engaged

535 travelers.

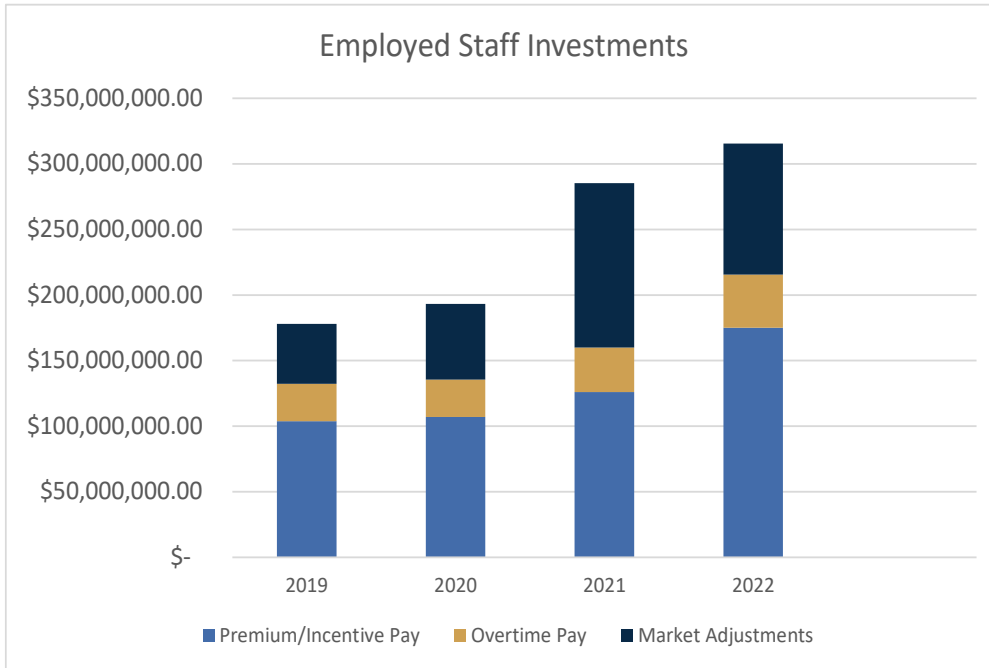
By September 2022, that number had more than

Quadrupled
to
2,198.

Maine hospitals are projected to spend over **\$550 million** in contract labor (not including locum tenens, service contracts and consultants) in 2022.

Keeping the staff we have

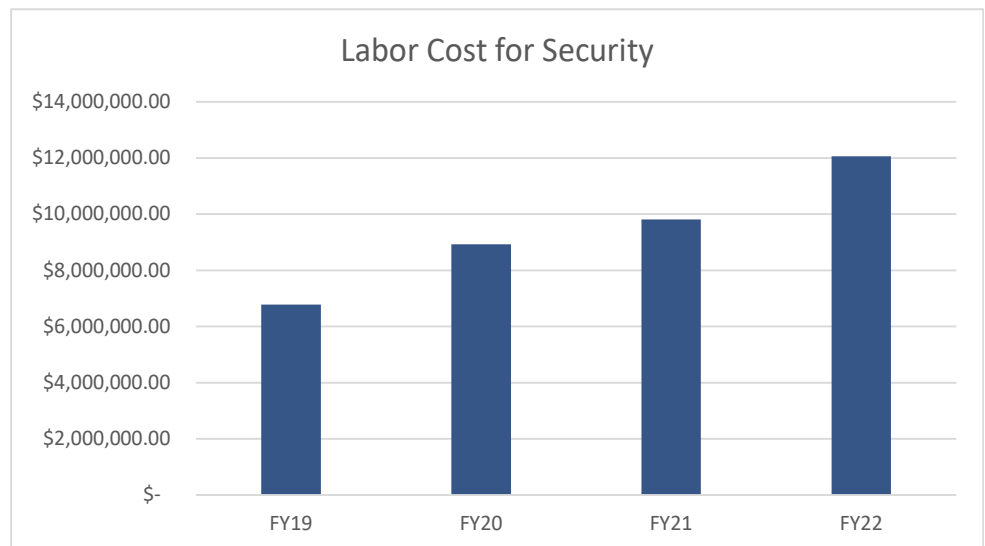
Maine hospitals are investing heavily in retaining their current staff. Over the past three years, hospitals have nearly doubled incentive pay, overtime pay and raises, with over \$225 million in salary adjustments in 2021 and 2022.



Total labor costs in 2022 are projected to be more than **70%** of operating costs compared to **62%** in 2019.

Labor costs for increased security

Healthcare workers are **5** times more likely to be victimized on the job. Maine hospitals have spent more on security in 2022 because of increased workplace violence, spending **78%** more on security in 2022 compared to 2019.



Call to action

- ✓ Continue to focus on workforce sustainability, retention and growth through joint statewide projects for collaboration and coordination.
- ✓ Support for professional, licensed staff to work at the top of their scope of practice, augmenting the care team with paraprofessionals and technology.
- ✓ Push for state and federal reviews of travel staffing agency contracting practices.
- ✓ Advocate for state and federal resources to focus on current workforce needs including recruitment, training and retention.
- ✓ Advocate to enact policies that protect staff from violence.