



# NURSE YOUR HOSPITAL TURNOVER BACK TO HEALTH

# 43%

## EXIT

**OF NURSES  
LEAVE WITHIN THE  
FIRST THREE YEARS.**

 #savethenurses



## ADD IT UP.

*Nursing turnover is both rampant and **COSTLY**.*

*And worse, according to the 2016 National Healthcare and RN Staffing report, **only half or 51.5% of healthcare providers have a formal retention strategy.***

*How much are you spending?*

### TRAINING COSTS

Total the expense of orientation and training for new nurses.



### HIRING COSTS

Add up all the costs of interviews, testing, and reference checks, **PLUS...**



### RECRUITING COSTS

Add together all the costs of advertising jobs, search fees and overhead, **PLUS...**



### VACANCY COSTS

Add together all the costs of paying for agency nurses, overtime, closed beds and hospital diversions, **PLUS...**



### PRIOR TO DEPARTURE COSTS

Add together all the costs associated with exit interviews, paperwork, vacation pay, severance, theft or sabotage, **PLUS...**

