



***South Carolina Initiative to Improve Dementia Care
and Eliminate Off-Label Antipsychotics***

Coordinated by LeadingAge South Carolina

www.leadingagesc.org

QUICK TIPS

Turnover by Length of Service

If you are experiencing turnover it is important to know who is leaving and why so you know what to fix. Are you primarily losing your long-time employees or is your turnover concentrated on a shift or unit where you have repeated turnover? All turnover is not the same, and your solutions will not be the same.

Staff stability is challenging in the best of times. With the unemployment rate at its lowest in decades, the tight labor market makes staff stability even more challenging. When the economy is good staff have many options that they don't have in a tight economy.

To understand what is happening use the form on the next page to list out staff who have left over the past 3-6 months. Consider these questions:

- How many who left were newly hired?
- How many were longer tenured employees?
- Were they fired or did they quit?
- Were you sorry to see them go?
- Were they good hires?
- If yes, how soon did you know they were having concerns?
- If no, did you have questions at the time of hire?

For good hires who left, evaluate how to improve your welcome and the support provided by co-workers and supervisors. Is your orientation “death by videos,” or is it an active engaging way to bring in new people who are eager to make connections and want to make a difference.

For hires you had questions about, consider how to improve your recruitment and screening. Are you casting a wide net and hiring with your fingers crossed that they will work out? Instead, narrow your search to find just the right people and then rigorously screen for character before making an employment offer.

These are the areas that will become evident as you start to look at your data. By collecting this information, you will be developing your own action plan to address turnover.



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Months/Year: _____

Employee Who Left	Position	Dept/Unit Shift	Q = Quit F = Fired	Date of Hire	Date of Departure	Length of Service	Reasons for Leaving