

## Home Health or Home Care Agencies

### How to Calculate Staff Turnover Rate/ Total Separation Rate

Please fill in the blank. Once completed, look at the calculation methods below:	Full Time (If none write "0")	Part Time (If none write "0")
1. How many aides at your facility <u>Quit</u> their jobs?	A.	B.
2. How many aides at your facility were <u>Fired</u> or terminated?	C.	D.
3. How many aide positions are currently budgeted? (please use your best judgment)	E.	F.

#### Calculation Method:

4. First, calculate the total number of aides (CNAs) who have left their jobs (**i.e. quit or fired**) You will calculate this total number by adding the numbers you provided in question #1 and #2 together.

$(A+B+C+D) = \underline{\hspace{2cm}}$  (answer = G; reference for Question #6 below)

5. Next, calculate the number of aides (CNAs) your facility needs to be fully staffed, by adding both answer's you provided in question #3

$(E+F) = \underline{\hspace{2cm}}$  (answer = H; reference for Question #6 below )

6. Divide the number you came up with in Question #4 (G) by the number you came up with in Question #5 (H) .

$(G/H) = \underline{\hspace{2cm}}$  (answer= J; reference for Question #7 below)

7. Finally, multiply the resulting number (from Question #6) X 100.

$(J * 100) = \underline{\hspace{2cm}}$  This number is your Total Separation Rate

8. Compare your answer to the Home Health, Home Care, & Hospice Agencies; Statewide Total Separation Rates, 2008: 51.9%

\*Konrad, Thomas R.; Jennifer Craft Morgan; & Janette Dill. North Carolina Long Term Care Workforce Turnover Survey: Descriptive Results, 2008. <http://www.winastepup.org/reports/index.html>