Half of nursing school graduates leave their first job within two years, and for healthcare, turnover is a $7 million per year problem. But do you know what the four biggest causes are for this revolving door of staff and practitioners? Or the impact this has on quality patient care?

1. POOR ONBOARDING

- 25% of hospitals conduct just one day of onboarding for new hires.
- 90% of employees decide to stay within 6 months, but do you know which 20% have culture and knowledge?
- The 90 day onboarding mentality doesn’t drive long-term engagement.
- Half of nursing school graduates leave their first job within two years.

2. POOR ENGAGEMENT

- 80% of employees report being bored or unfulfilled within six months.
- Nurses report an average of 12 hours of nurse-patient interaction per shift.
- Only 60% of healthcare workers report being engaged at work.
- 78% of employees leave within the first six months if they’re not committed to the organization.
- 72% of employees report being burned out.
- 69% say rising caregiver-to-patient ratios are decreasing retention rates.

3. STAFF BURNOUT

- 12-hour shifts result in fatigue and work mistakes.
- Over 10% of dissatisfied nurses lead to a 2% drop in patient recommendations.
- Every 10% of dissatisfied nurses leads to a 2% drop in patient recommendations.
- 13% of toxic victims are driven to suicide or attempted suicide.
- 46% of toxic victims say their work environment directly affects their mental health.
- 49% of toxic victims say intimidation resulted in wrongly administering medication.

4. TOXIC STAFF

- 49% of toxic victims say intimidation resulted in wrongly administering medication.
- Toxic employees reduce others’ work quality by 38%.
- 12% of toxic victims quit, and can cost over $57,000 per role.
- 90% of employees decide to stay within 6 months, but do you know which 20% have culture and knowledge?
- 72% of employees report being burned out.
- 69% say rising caregiver-to-patient ratios are decreasing retention rates.

Hospital turnover drains budgets and morale, but most critically, negatively affects patient outcomes. Deliver the cure by focusing on better onboarding, boosting engagement, reducing burnout, and addressing toxic employees. Your people are your best asset, so put them in a position to succeed — your patients are counting on it!