

The True Cost of Hospice Staff Turnover

For hospice organizations, staff attrition rates have traditionally remained much lower than the rest of the healthcare industry—but over the past few years, that trend has been changing.

Hospice nursing shortages are currently much higher than usual at an average of **26.6 percent**,¹ forcing organizations to play defense by increasing recruiting for vacant roles and relying more on expensive temporary staffing and overtime hours.

In this infographic, we'll take a look at the true costs associated with staff turnover and what can be done to disrupt this cycle for the longer term.



Direct Costs

\$88K

The potential total cost of replacing a hospice nurse²

\$8.5M

Potential annual turnover costs for a hospice organization³

8.2%

Current high rate of growth in the hospice industry⁴



Recruitment

Recruitment for a mid-level healthcare role costs an average of **\$3,581** and takes **153 days**.⁵

For some hospice organizations, recruitment costs currently account for **60% to 70%** of overall expenses.⁶

Hospice providers face unique challenges when it comes to recruiting, largely due to limited exposure to hospice and palliative care during nursing school.⁷

Temporary Staff and Overtime

Healthcare organizations are seeing increases in:

- Overtime hours by **52%**
- The use of agency and temporary labor by **130%**
- Both labor sources typically cost hospitals **50%** or more than a typical employee.⁸



Training

Onboarding new healthcare hires costs an average of **\$1,200** per day.⁹ Training costs can quickly compound during working hours when employees are being paid.

Hidden Costs

Hidden staff turnover costs that are hard to quantify but that significantly affect the bottom line include:

- **Lost productivity**
- **Reduced quality of care**
- **Capacity constraints**
- **Less efficiency**
- **A drop in morale**

Employee morale has been shown to be closely tied to **quality of care and turnover rates**.¹⁰

What Your Organization Can Do

The good news is that improving staff retention is possible with the right tools and strategies—and doing so can help your organization vastly improve its bottom line. By investing upfront in an efficient, effective onboarding program and staff engagement solutions such as career development and ongoing training, you can create a positive, employee-focused culture that drives staff satisfaction and retention, all while avoiding unnecessary turnover costs.

[See how MedBridge can help with hospice staff retention.](#)

About MedBridge

MedBridge has over 10 years of experience helping more than 2,500 healthcare organizations grow their business, elevate their workforce, and deliver exceptional patient experiences. Contact MedBridge to see what we can do for you.

1-3. Hospice Employee Turnover Challenges Quality Of Death In America; 1800Hospice.com

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