


Island Health Performance Measures

Employee Turnover



Year to Date Performance	4.6%	Performance Assessment		Green
Island Health Target	Less than or equal to 10.0%	Performance is within the acceptable range; continue to monitor.		

What do we measure and why?

Employee Turnover indicates the proportion of staff that leave Island Health employment over a period of time.

Employee Turnover is calculated as the number of employees whose employment ended since the beginning of the year, per 100 employees on staff at the beginning of the year. The turnover rate includes both voluntary (e.g., resignations, retirements) and involuntary (e.g., dismissals) turnover.

Employee Turnover is an important way to measure the effectiveness of human resource programs (including hiring practices, organizational culture, leadership, and employee engagement).

Because human resources often consume more than 70% of program budgets, the retention of qualified staff can have a significant impact on productivity and performance. If employee turnover is high, the cost of recruiting, interviewing, hiring, and training new staff is substantial.

What is the target?

Island Health's target is 10% or less.

Lower rates are better.

How are we doing?

As of November 2024, Island Health was meeting the target. (Please note: the rate increases over the year as additional staff leave the organization, so mid-year results should be viewed with caution.)

What actions are we taking?

Recruitment incentives are in place to attract staff to rural remote areas and to roles that are identified as being difficult to fill. Enhanced recruitment supports for new staff at Island Health have also contributed to improved quality in hiring, resulting in lower turnover.