

HOW NURSING TURNOVER CAN COST YOUR PSYCHIATRIC HOSPITAL

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Prepared by Psychiatric Medical Care

The demand for nursing continues to be at a high following the COVID-19 pandemic, and hospitals are feeling the essential need to hold on to quality nurses. According to the *Center for American Progress (CAP)*, employment levels for registered nurses declined by three percent between 2020 and 2021, the largest decline in at least 20 years.

Quality nurses are a vital part of a hospital providing top-notch patient care and maintaining a smoothly run environment; without them, a hospital risks losing both patients and physicians to other hospitals. With chief nursing officers consistently reporting staffing as their greatest challenge throughout the pandemic, preventing nursing turnover is mission critical at many psychiatric hospitals.

According to *The National Library of Medicine*, annual turnover rates for behavioral health treatment providers in the United States hover around 37%. *Psychiatry Online* further explained that although turnover can sometimes bring benefits, the increase in organizational costs, particularly in recruitment and staffing, outweigh any perceived benefit.

The 2022 *NSI National Health Care Retention & RN Staffing Report* stated that the cost of turnover can have a profound impact on diminishing hospital margins and needs to be managed.

"The average cost of turnover for a bedside RN is \$46,100 resulting in the average hospital losing between \$5.2m – \$9.0m, determining that each percent change in RN turnover will cost/save the average hospital an additional \$262,300/yr."

The *2022 NSI National Health Care Retention & RN Staffing Report* also noted that voluntary terminations accounted for 95.5% of all hospital separations. Among reasons nurses gave for leaving, education, scheduling, and workload/staffing were in the top 20.

Maintaining an efficiently run facility and quality work environment starts with proper management. A well-run hospital benefits both staff and patients. "Hospital managers must set the bar high for all hospital staff in terms of the corporate culture. Hospital management must foster a commitment among physicians, nurses, and administrators to go the extra mile on behalf of a patient's care. When an entire staff buys into the mission of improving patient health, only then can the healthcare organization truly thrive from a business standpoint." (*George Washington University, 2021*)

Your hospital can benefit from Psychiatric Medical Care's (PMC) inpatient management services.

PMC's management structure provides:

- Clinical/operational oversight of the behavioral health program
- 24/7 on-call operational support
- Adherence to national standards and best practices
- Compliance of federal requirements for key staff members
- Core measurement of success management
- Development and maintenance of quality indicators for KPIs
- Environment of care GAP analysis

(Continued) PMC's management structure provides:

- Growth & outreach planning, execution of plan and evaluation
- Oversight of behavioral health policy process
- Policy & procedure GAP analysis
- Provide an inpatient toolkit filled with best practices and processes
- Recruitment/supervision of key personnel to include Program Director (RN), Medical Director, Social Workers/Therapists, Recreational Therapist, Growth & Outreach Manager

ABOUT PMC

Psychiatric Medical Care (PMC) works to improve access to behavioral healthcare in communities like yours. Our founder and Chief Medical Officer, James A. Greene, M.D., developed PMC with the sole mission of improving the function and quality of life for patients living in underserved communities. Our clinical leadership team consists of some of the country's most knowledgeable and recognized mental health leaders. We offer extensive support to our hospitals and partners, including recruiting, training, and education for each clinical function.

If you are interested in learning more about PMC and how your hospital could benefit from our partnership, contact us today:



(615) 647-0750



info@psychmc.com