



**OHIO NURSING HOME QUALITY IMPROVEMENT PROJECT**

**Ohio Nursing Home IF (Injury-Free) Movement  
Measuring Staff Turn-Over**

Nursing Home Name:						
Month & Year	Number of CNA staff employed on the first day of each month	Number of CNA staff terminated by the last day of each month	Turnover rate per month	Cumulative terminations, year-to-date	Average number of CNA staff employed year-to-date	Turnover rate, year-to-date
Jan. 2014	100	2	2.00%	2	100	2%
Feb. 2014	103	3	2.91%	5	102	5%
March 2014	95	4	4.21%	9	99	9%
April 2014	97	6	6.19%	15	99	15%
May 2014	102	0	0.00%	15	99	15%
June 2014	103	2	1.94%	17	100	17%
July 2014	99	1	1.01%	18	100	18%
Aug. 2014	103	3	2.91%	21	100	21%
Sept. 2014	100	4	4.00%	25	100	25%
Oct. 2014	100	2	2.00%	27	100	27%
Nov. 2014	101	3	2.97%	30	100	30%
Dec. 2014	102	0	0.00%	30	100	30%
2014	<b>Total number of data collection months:</b>					12
	<b>Total number of CNA staff terminations during the collection period:</b>					30
	<b>Average number of CNA staff during the collection period:</b>					100.4
	<b>Annualized turnover rate:</b>					29.9%

**Please use the above format as a guide to capture and record your staffing. Please review and consider the following:**

- Data is obtained from your facility records, payrolls, etc.
- All employment status' are considered (FT, PT, per diem)
- Agency staff are not counted, as they are not employees of the facility
- Turn-over periods are based upon calendar year, but may be adjusted as needed