

Nurse Turnover: Individual Separations

Name: _____ ID#: _____

Category of person separating: RN – LPN – HCT – UST – SOT/ORT

FTE of person separating: from 0.10 to 1.00 _____

Years of tenure on unit: from <1 to 52 years _____

Years of tenure in the hospital: from <1 to 52 years _____

Where did employee go?

- Left hospital
- Stayed in hospital, left unit
- Stayed on unit, left permanent direct care position

Primary reason for separation: Check ONE reason only

- Death (limited to if left hospital)
- Retirement (limited to if left hospital)
- Military service obligations (limited to if left hospital)
- Spouse/partner move from area (limited to if left hospital)
- Employee initiated move from area (limited to if left hospital)
- Join travel agency (limited to if left hospital)
- Cutbacks or workforce reduction
- Performance or discipline
- Job related injury/disability/illness
- Non-job related injury/disability/illness
- Pregnancy
- Family obligations
- Pursue education
- Obtained position representing a promotion/career advancement
- Obtained position representing a different job experience
- Obtained position with more desirable work schedule
- Obtained position with a more desirable commute
- Compensation/pay
- Inability to advance
- Staffing or workload
- Dissatisfaction or conflict with team members
- Dissatisfaction or conflict with management
- Dissatisfaction with work environment
- Perceived lack of respect
- Other reason not listed above
- Unknown reason