Vizient/AACN Nurse Residency Program™

# Complete this worksheet to calculate the savings you can realize with the UHC/AACN Nurse Residency Program™!

1. Enter the number of new nursing graduates who left the organization within the last year (X): \_\_\_\_\_
2. Enter the total number of new graduates hired within the last year (Y): \_\_\_\_\_\_\_ (X/Y = current new graduate/first-year nurse turnover)
3. Calculate potential turnover (Z): Y × 6.7%\* = \_\_\_\_\_ (\*6.7% is the average turnover rate of Nurse Residency Program participants)
4. X x $88,000† = A

Z x $88,000† = B

A – B = Program Benefit: \_\_\_\_\_\_\_\_\_

(†Current average costs associated with new nurse replacement1)

1. Estimate Program Costs

Purchase price (C): \_\_\_\_\_\_\_\_\_\_

Resident salary for sessions in productive time (48 hours × resident hourly rate) (D): \_\_\_\_\_\_\_\_\_

C + D = Program Costs: \_\_\_\_\_\_\_\_\_

1. Program Benefit \_\_\_\_\_\_\_ – Program Costs \_\_\_\_\_\_\_\_ = ROI \_\_\_\_\_\_\_

# What is your ROI?

**Additional Considerations**

* Every 1% increase in nursing turnover = $300,000 increase in annual budget.2 Therefore, a 3.5% increase in nursing turnover will cost a hospital more than $1,000,000.
* Experienced nursing staff can offer a significant economic benefit to your organization, given the potential financial impact of poor patient outcomes such as falls, hospital- acquired pressure ulcers, and vascular catheter–associated infections.
* Seasoned, competent nursing staff also have an impact on publicly reported patient satisfaction scores, including staff responsiveness, nursing communication, and pain management.

# Can your organization afford not to invest in your current and future nursing staff?

1 Jones C. Revisiting nurse turnover costs, adjusting for inflation. *Journal of Nursing Administration;* January 2008.

2 PricewaterhouseCoopers. *What Works: Healing the Healthcare Staffing Shortage*; 2007.