
WASHINGTON COUNTY HOSPITAL

“Our mission is to forge partnerships to improve the health of our community through service excellence.”





CORE STATEMENT:

“My organization, Washington County Hospital, is developing a recruitment/retention program to decrease turnover and lower costs with manager engagement working as a team to improve employee morale.”

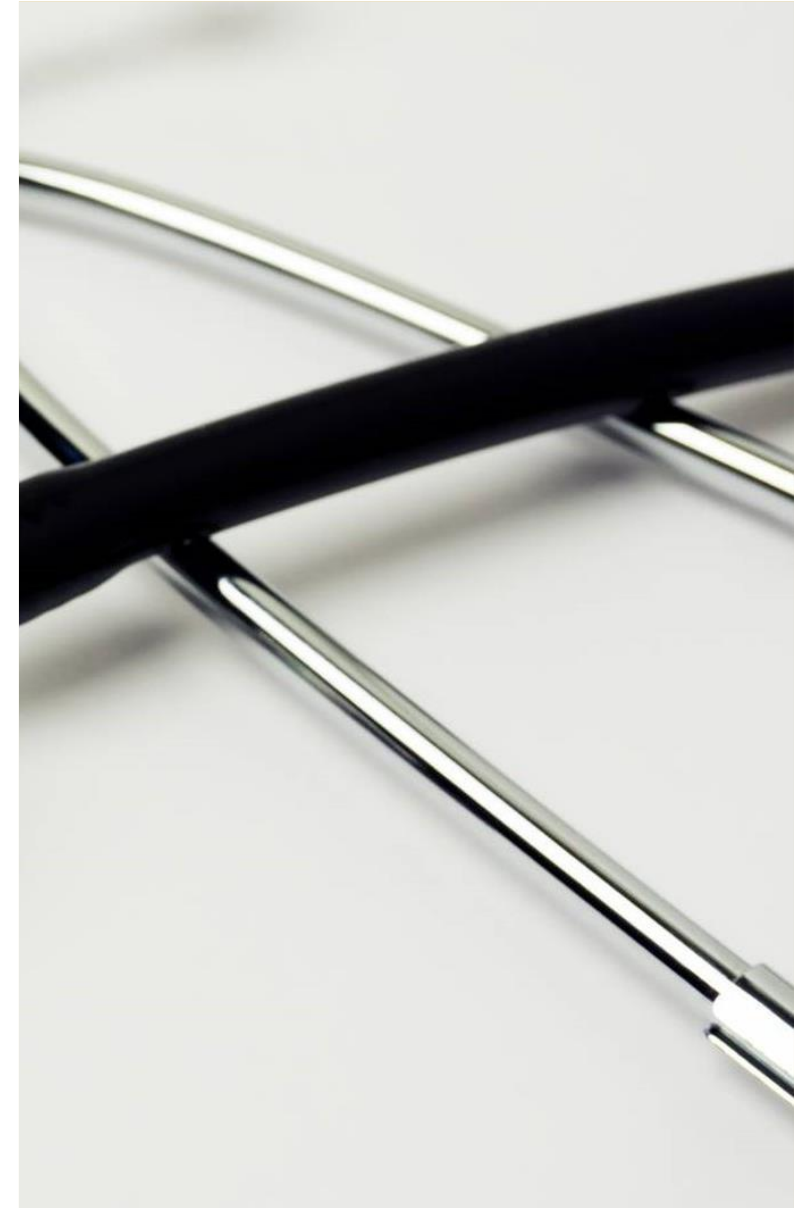
STATS:

Average Employee Count: 156

Average Annualized Turnover: 33.5%

Average Open Positions: 29.5

Average Open FTE's: 24.48





OUR WHY:

- Increase productivity
- Strong WCH brand in the community
- Reduce turnover costs
- It is estimated that it will cost a company 6-9 months of an employee's salary to identify and onboard a replacement.
- Increase employee moral
- Need to fill positions with quality candidates & not just a warm body

Per a Gallup poll, “a strong, structured onboarding process boosts new hire retention by up to 82% and improves performance by 70%, transforming initial hires into long-term, committed staff.”

STAKEHOLDERS:

1. Leadership
2. Managers
3. Human Resources Staff



RECRUITMENT

“The most important thing is to hire great people and invest in them.” – Steve Jobs

- Facebook
- Hospital website
- Indeed
- Word of mouth
- Billboard (local & metro east)



ONBOARDING

- Human Resources is the first contact
- Manager is in direct contact with new employee
- Hospital orientation
- Departmental checklist
- 30, 60, 90-day check-ins
- Continued training



RETENTION

"Healthcare has a retention problem, but it does not start with pay or hiring. It starts with how people are led." — *Dr. Allison G. Daniels*

- Effective communication
- Yearly market compensation analysis
- Yearly pay increases
- Manager training
- Benefit package

WHERE WE NEED TO BE:

- Recruitment
- Onboarding
- Retention



QUESTIONS?



THANK YOU

