

# CMS Staff Turnover Measures Explained

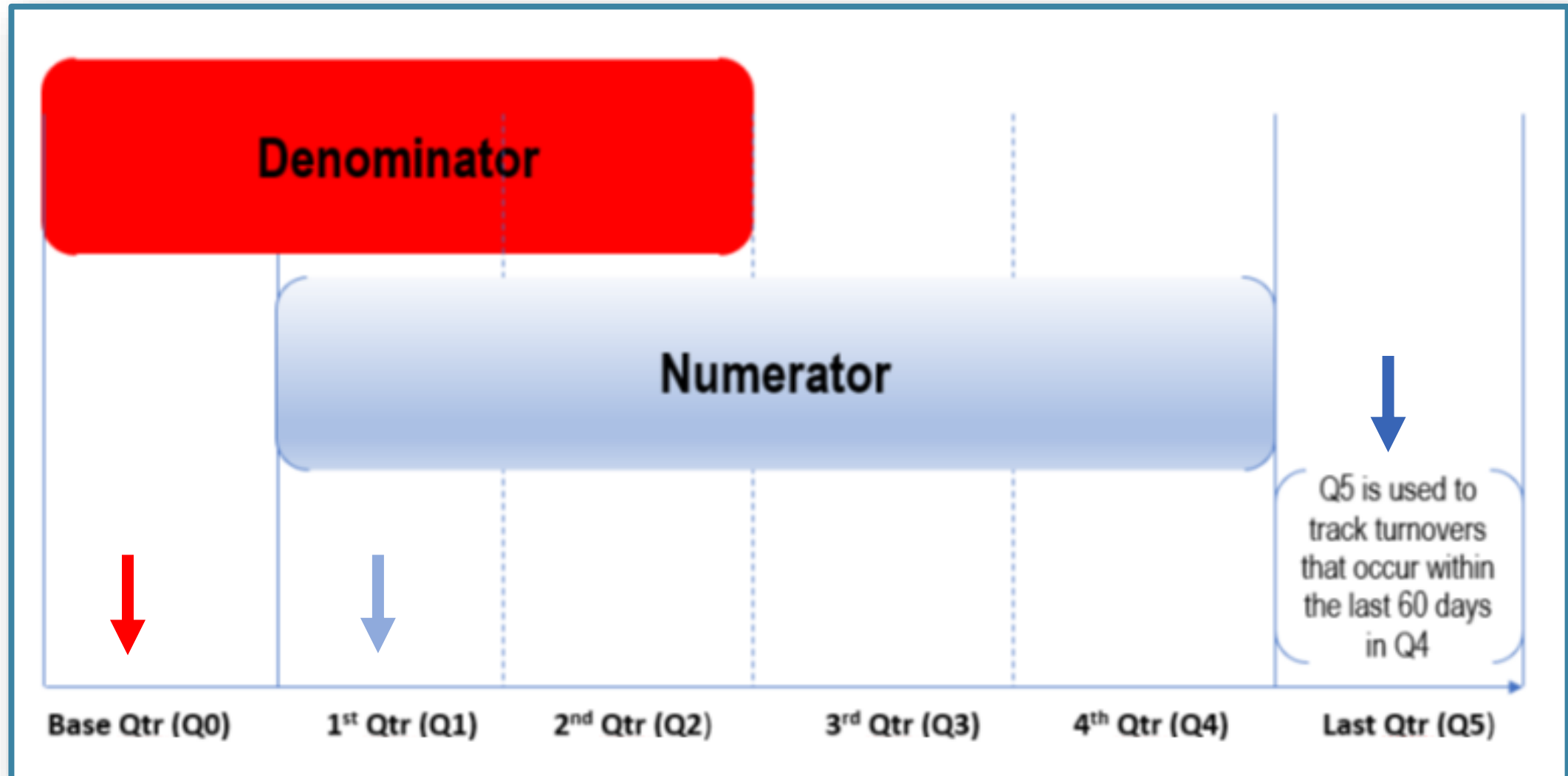
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# Annual Turnover Measures

- The percentage of total nurse staff that stopped working at the nursing home. (job codes 5-12)
- The percentage of RN's that stopped working at the nursing home. (job codes 5-7)
- The number of administrators that stopped working at the nursing home. (job code 1)

**Both** regular employees and agency staff are included in the measure.

# Rolling 12-Month Period



# Definition of Terms

**Denominator** - The total number of employment spells

**Eligible individuals** – work at least 120 hours in a 90-day period across the 3 quarters during the denominator period

**90-day period** - is a period with 90 consecutive calendar days that starts with the first day when the employee reports hours during the denominator period (3 quarters).

**Numerator** – The total number of employment spells that ended in turnover

**60-day gap** – a period of 60 consecutive days without reported work hours across the 4 quarters during the numerator period

**5<sup>th</sup> quarter** - the quarter after the period covered by the turnover measure are required to identify gaps that start within 60 days of the end of the period covered by the turnover measure

**Multiple employment spells** - individuals who return to the nursing home after a gap of more than 60 days are treated as new employees

# Technical Specifications

## 1 Total Nurse

(Total number of employment spells for total nurse staff that ended in turnover) / (Total number of eligible employment spells for total nurse staff) X 100 = Percentage of total nurse staff that stopped working at the nursing home

## 2 RN

(Total number of employment spells for RN staff that ended in turnover) / (Total number of eligible employment spells for RN staff) X 100 = Percentage of RN staff that stopped working at the nursing home

## 3 NHA

Nursing home administrator turnover is measured as the *total number of administrators that left the nursing home during the period covered by the turnover measures*. This measure is equivalent to the numerator of the total nurse and RN turnover measures.

***Stopped working*** is assigned by 60-day gaps in hours reported – ***NOT*** by termination dates.

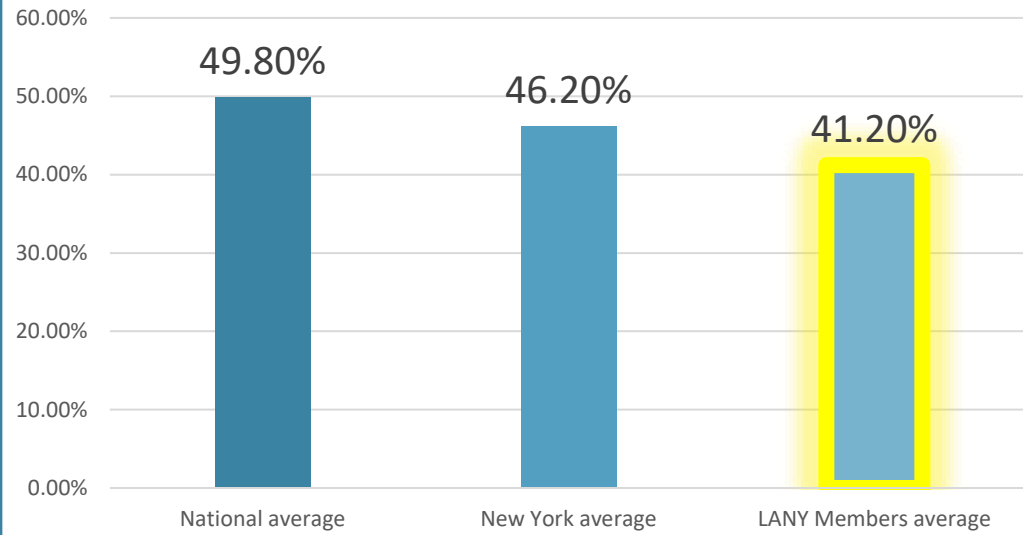
## Data Collection Periods Used to Calculate the Turnover Measure for 2022

January Refresh	April Refresh	July Refresh	October Refresh
Base Q2 2020	Base Q3 2020	Base Q4 2020	Base Q1 2021
1 Q3 2020	1 Q4 2020	1 Q1 2021	1 Q2 2021
2 Q4 2020	2 Q1 2021	2 Q2 2021	2 Q3 2021
3 Q1 2021	3 Q2 2021	3 Q3 2021	3 Q4 2021
4 Q2 2021	4 Q3 2021	4 Q4 2021	4 Q1 2022
5 Q3 2021	5 Q4 2021	5 Q1 2022	5 Q2 2022

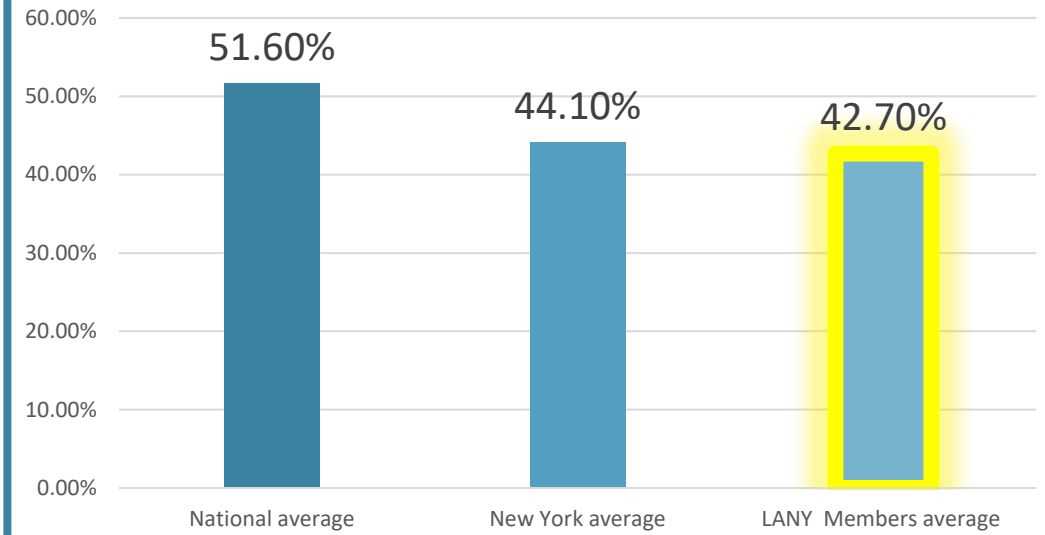
5/15/22  
Deadline

8/14/22  
Deadline

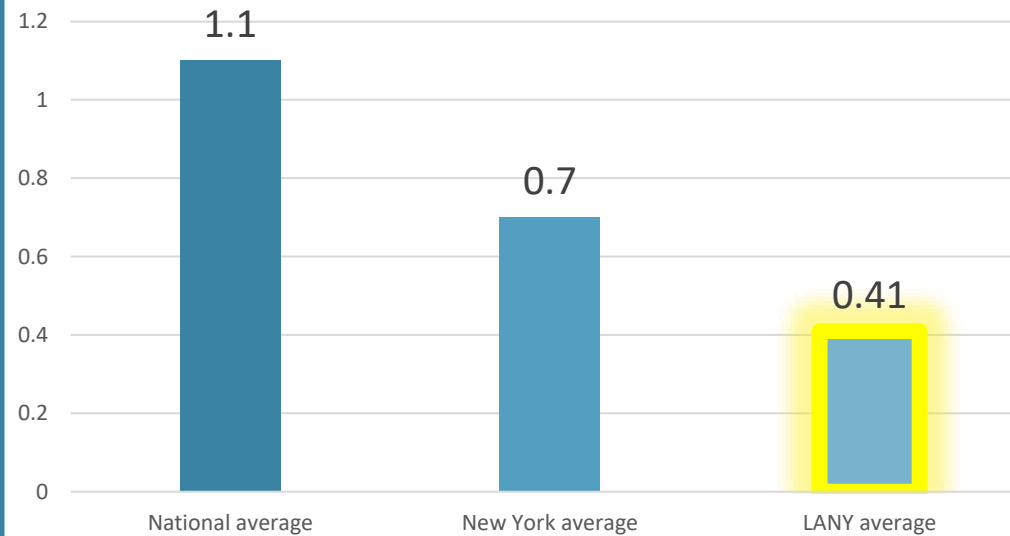
### RN Turnover



### Total Nurse Turnover



### Administrator Turnover







Q&A