

Employee Turnover – Voluntary



Year to Date Performance	5.54	Performance Assessment	 Yellow
Island Health Target	Less than or equal to 5.26	Performance is outside acceptable range; monitor and take action as appropriate.	

What do we measure and why?

Employee Turnover – Voluntary indicates the proportion of staff that voluntarily leave Island Health employment over a period of time.

This measure is calculated as the number of employees who left voluntarily during a timeframe as a rate per 1,000 employees.

Employee Turnover – Voluntary is an important way to measure the effectiveness of Island Health’s human resource programs (including hiring practices, organizational culture, leadership, and employee engagement). High turnover also increases hiring and training costs.

What is the target?

Island Health's target is 5.26 or less.

Lower rates are better.

How are we doing?

As of October 2025, Island Health was not yet meeting the target.

What actions are we taking?

Recruitment incentives are in place to attract staff to rural and remote areas and to roles that are identified as being difficult to fill. Existing recruitment processes are being strengthened, and new onboarding supports are helping new staff feel more prepared and supported during their first year on the job. Violence-prevention training continues across the organization to improve safety and retention.