

Employee cost

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| Departing employee annual base salary | 62400 |
| Calculated monthly salary + benefits | 5200 |
| Calculated daily salary + benefits (230 working day, 8hrs/day) | 240 |

Cost of 'covering' a vacant position

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| Number of days until the vacant position is filled | 5 |
| Calculated daily cost of 'covering' a vacant position 33% of departing employee's daily salary + benefits | 79.20 |
| Total cost to 'cover' vacant position | 396 |

Cost to fill a vacant position

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| HR/Hiring manager's annual salary | 133744 |
| Cost of advertising (online and/or print) | 350 |
| Cost of resume screening | 150 |
| Cost of interviews (telephone screening, 1st and 2nd) | 1029 |
| Cost of behavioural and skills assessments | 150 |
| Cost of background checks (criminal, credit, reference, education) | 150 |
| Cost of travel/moving expenses (if applicable) | |
| Calculated HR/Hiring manager's hourly rate | 64.3 |
| Total cost to fill a vacant position: | 1829 |

Onboarding and Orientation cost

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| Trainer/Manager annual salary | 144000 |
| Calculated trainer/manager daily rate | 626.09 |
| Total training days | 5 |
| Total onboarding and orientation cost | 3130 |

Cost of productivity ramp-up

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| Number of working days during first 3 months | 70 |
| Daily employee cost salary + benefits | 240.00 |
| Cost of productivity ramp-up | 16800 |

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| TOTAL COST OF TURNOVER PER EMPLOYEE CHURN | \$ | 22,155 |
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| Assumed employee turnover rate | 8% |
| Number of employees lost (in the last 12 months) | 117.6 |
| TOTAL COST OF EMPLOYEE TUR OVER PER YEAR | \$ 2,605,456 |
| SAVING BY REDUCING 10% OF TURNOVER PER YEAR | \$ 260,546 |

Turnover cost template is referenced from <https://au.drakeintl.com/clients/calculate/>