

Workplace Stress Costs Calculation Worksheet



WORKSHEET TO CALCULATE THE COST OF WORK-RELATED STRESS: TURNOVER COSTS

Use this worksheet to calculate the turnover costs of replacing stressed out employees

Make no mistake. Workplace stress is costing Canadian companies a fortune. But these costs aren't amounts you can list as a line item on an income statement; they're a bundle of hidden costs that are hard to detect, let alone calculate. Here's a worksheet you can use to capture and calculate those costs to bolster your case for investing company resources in mental health wellness initiatives.

Instructions: Use this worksheet to calculate how much turnover caused by workplace stress cost your business last year.

STEP 1: CALCULATE EMPLOYEE TURNOVER COST

Number of employees lost in the last year X Average Salary/Benefits Package X 150 percent =

***Total employee turnover cost \$**_____

STEP 2: CALCULATE SUPERVISOR TURNOVER COST

Number of supervisors and middle managers lost in last year X Average Salary/Benefits Package X 200 percent =

***Total supervisor turnover cost \$**_____

STEP 3: CALCULATE SENIOR MANAGER TURNOVER COST

Number of senior managers lost in the last year X Average Salary/Benefits Package X 250 percent =

***Total senior manager turnover cost \$**_____

STEP 4: CALCULATE TOTAL TURNOVER COST

Add up the totals from Steps 1, 2 and 3 above

***Total turnover cost \$_____**

STEP 5: CALCULATE TOTAL TURNOVER COST DUE TO STRESS

Total turnover costs (from Step 4) X 0.4

***Total stress-related turnover cost \$_____**