

# Staff Turnover in Addiction Treatment

- Study by Eby (et al.) examined turnover from **2008-2009** within 27 geographically dispersed addiction treatment organizations in US
    - **33.2%** for counselors and **23.4%** for clinical supervisors
    - 19.6% reported by the BLS for all health and human services
    - 12% nurses and 12% teachers in same period
  - **Lower rates of turnover are associated with four linked factors:**
    - Professional certification
    - Age
    - Tenure in the organization/field
    - Higher Salaries
  - **Factors that contribute to turnover:**
    - Ambiguity of organizational mission
    - Inadequacy of salaries and benefits
    - Inadequate frequency and quality of clinical supervision
    - Lack of access to training and professional development
    - Excessive caseloads and paperwork
    - Lack of autonomy and control
    - Unfairness of supervisory/administrative decision-making
- **Strategies to help prevent staff turnover:**
    - Participatory management practices enhance organizational commitment, which in turn fosters counselor retention
    - Administrative support and clinical supervision enhance retention by reducing burnout, increasing job satisfaction, and increasing organizational commitment
    - Management practices linked to enhanced staff retention include long term strategic planning, decentralized decision-making, and the presence of non-tangible rewards

# Bureau of Labor Statistics, 2015 Annual Wages

	10th percentile	25th percentile	Annual median wage	75th percentile	90th percentile
<b>National</b>					
Substance Abuse and Behavioral Disorder Counselors(211011)	\$25,860.00	\$31,850.00	<b>\$39,980.00</b>	\$51,140.00	\$63,030.00
Rehabilitation Counselors(211015)	\$20,950.00	\$26,550.00	<b>\$34,390.00</b>	\$45,580.00	\$60,750.00
Mental Health and Substance Abuse Social Workers(211023)	\$26,230.00	\$32,880.00	<b>\$42,170.00</b>	\$55,740.00	\$73,330.00
Licensed Practical and Licensed Vocational Nurses (292061)	\$32,040.00	\$36,300.00	<b>\$43,170.00</b>	\$50,160.00	\$59,510.00
<b>New England</b>					
Substance Abuse and Behavioral Disorder Counselors(211011)	\$30,721.67	\$36,090.00	<b>\$44,083.33</b>	\$56,700.00	\$67,788.33
Rehabilitation Counselors(211015) *	\$25,506.00	\$29,990.00	<b>\$38,162.00</b>	\$52,904.00	\$66,504.00
Mental Health and Substance Abuse Social Workers(211023) **	\$31,770.00	\$38,788.00	<b>\$49,352.00</b>	\$64,450.00	\$84,510.00
Licensed Practical and Licensed Vocational Nurses (292061)	\$38,600.00	\$44,420.00	<b>\$50,225.00</b>	\$56,152.00	\$62,910.00
<b>Vermont</b>					
Substance Abuse and Behavioral Disorder Counselors(211011)	\$33,230.00	\$40,060.00	<b>\$50,140.00</b>	\$58,130.00	\$64,770.00
Rehabilitation Counselors(211015)	\$27,310.00	\$30,650.00	<b>\$40,030.00</b>	\$50,790.00	\$61,870.00
Mental Health and Substance Abuse Social Workers(211023)	\$28,670.00	\$33,220.00	<b>\$38,990.00</b>	\$48,260.00	\$60,450.00
Licensed Practical and Licensed Vocational Nurses (292061)	\$34,660.00	\$40,290.00	<b>\$45,500.00</b>	\$51,490.00	\$59,210.00
<b>Burlington / South Burlington</b>					
Substance Abuse and Behavioral Disorder Counselors(211011)	\$31,760.00	\$35,890.00	<b>\$44,500.00</b>	\$55,440.00	\$67,650.00
Rehabilitation Counselors(211015)					
Mental Health and Substance Abuse Social Workers(211023)	\$27,180.00	\$32,190.00	<b>\$37,590.00</b>	\$47,630.00	\$63,460.00
Licensed Practical and Licensed Vocational Nurses (292061)	\$38,160.00	\$42,540.00	<b>\$48,410.00</b>	\$55,990.00	\$60,820.00
* Data not available for NH					
** Data not available for RI					

Average 2015 Annual Wages	10th percentile	Annual median wage	90th percentile
<b>National</b>	\$26,270.00	<b>\$39,927.50</b>	\$64,155.00
<b>New England</b>	\$31,649.42	<b>\$45,455.58</b>	\$70,428.08
<b>Vermont</b>	\$30,967.50	<b>\$43,665.00</b>	\$61,575.00
<b>Burlington / South Burlington</b>	\$32,366.67	<b>\$43,500.00</b>	\$63,976.67