

This research studied the effects of employee turnover in government health facilities. The study was envisioned to be necessary because of the critical role human capital plays in the health sector in preservation of life and reduction of burden of disease which is however compromised by the high/frequent turnover of these critical personnel. The study was therefore justified due to the fact that despite regular recruitment, there is often public outcry from clients and stakeholders that the quality of service is below standards due to high employee turnover which contributes to inadequate performance in service delivery evidenced in congestion, overwork and lack of effective services in the various levels of health facilities. There was need to explore further the situation and identify/establish the underlying contributory factors so that the findings could help inform retention strategies and lasting solutions to the situation. The objective of the study was to establish the causes and extent of employee turnover situation and resultant loss of human capital and suggest ways of improvement. The study was undertaken in the Coast Provincial General Hospital. Stratified and simple random sampling techniques were employed on 112 respondents and the research gathered both primary and secondary data through questionnaires and record search/document analysis. Data is tabulated and presented qualitatively and descriptively by use of tables, graphs and charts. A summary of findings and recommendations on how employee turnover and the resultant loss of human capital can be forestalled and how the situation could be improved are made.