

The True Cost of Physician Turnover

EACH NEW HIRE IS A RISK VS. REWARD SCENARIO

Every day, millions of dollars are lost as facilities and their recruitment teams struggle to fill open positions and retain top talent. Unfortunately, the true cost of turnover is often overlooked.

THE REAL CHALLENGE

- 1 Reduced physician supply
- 2 Budget restrictions/cutbacks
- 3 Reduced reimbursement amidst increasing cost pressures

FACT:

Only **1** in **4** medical groups quantifies the cost of turnover

TRANSLATION:

75% of hiring groups *don't* understand how much it affects their bottom lines

DID YOU KNOW?

Approximately **21%** of salaries go to turnover.



DID YOU ALSO KNOW?

That can be up to \$3m in overall costs for physicians.

INCREASING COMPETITION:

One study showed that **74%** of groups reported they would hire more or significantly more primary care physicians in the next 12 months than they did the prior year.

\$30-90K

Average cost for recruiting, interviewing, and processing candidates.

90% OF HIRING COSTS GO TO:

- > Advertising
- > Agency and search firm fees
- > Employee referral bonuses
- > Travel costs (both recruiters and applicants)
- > Relocation costs
- > Company recruiter costs

\$1.2M

Turnover cost per physician

SAMPLE PHYSICIAN COST ASSESSMENT

Loss of downstream revenue/FTE	\$990,034
Estimated recruiting cost/FTE	\$61,200
Average annual start-up cost/FTE	\$211,063
Total physician turnover/FTE	\$1,262,297

You Can Succeed

TOP 3 WAYS TO RETAIN

- 1 Focus on physician retention initiatives
- 2 Develop recruitment strategies to reach a new generation of providers
- 3 Work with partners to establish a strong workforce and continuity of care

Call me today to get a personalized review of your facility's needs. We can then create a strategy for improving your retention.

