



# The true cost of physician turnover.

## RETAINING EMPLOYEES CAN REDUCE FINANCIAL RISKS.

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

## The challenges.

1. National physician shortage
2. Budget restrictions and/or cutbacks
3. Reduced reimbursement amidst increasing cost pressures

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

**TRANSLATION:** *of hiring groups DON'T understand how much turnover affects their bottom lines.*

# 75%

### Did you know?

- Approximately 21% of salaries go to turnover.
- 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
<b>Total physician turnover cost/FTE</b>	<b>\$1,262,297</b>

### You can succeed.

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



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