

Article Review

Article Title

The Cost of Physician Turnover

Audience

- Healthcare Executives and Administrators
- Human Resource Professionals
- Clinical Managers
- Healthcare Policymakers

Authors

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ROI Tags

- Turnover Cost ROI
- Burnout Reduction ROI
- Retention Strategy ROI
- Physician Engagement ROI
- Quality of Care ROI



Article Descriptions

The article discusses the financial implications of **increasing physician turnover rates**. The report from the Association for Advancing Physician and Provider Recruitment indicates that approximately **76% of physician exits** are due to retirement or seeking new roles.

The author outlines several key financial factors **(that can be used as business case metrics)** associated with physician turnover:

- **Revenue Loss:** Physicians typically contribute an average of \$2.4 million annually, with specialists generating even higher amounts
- **Recruitment Costs:** \$30,000 per candidate, with additional expenses incurred due to lost productivity during the interview process
- **Vacancy Costs:** A family medicine physician can result in losses of around \$130,000 per month until a replacement is found
- **Time to Fill Positions:** On average, it takes about 4.3 months to fill a family medicine role and five to ten months for specialist roles, leading to substantial potential revenue loss during this period
- **Relocation and Signing Bonuses:** Relocation packages averaging \$10,000 to \$15,000, and signing bonuses that can exceed \$37,000
- **Malpractice Insurance Costs:** Premiums increased by **30% from 2020 to 2022**

The article highlights the importance of addressing burnout and implementing retention strategies to mitigate these costs.



Business Use Case

This article serves as a business case for healthcare organizations to justify investments in strategies aimed at reducing physician turnover related to burnout. By providing a detailed analysis of the financial implications associated with turnover, the article highlights the need for systemic changes to improve physician well-being and engagement. Organizations can leverage this information to advocate for wellness programs, better work-life balance, and supportive leadership practices.



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