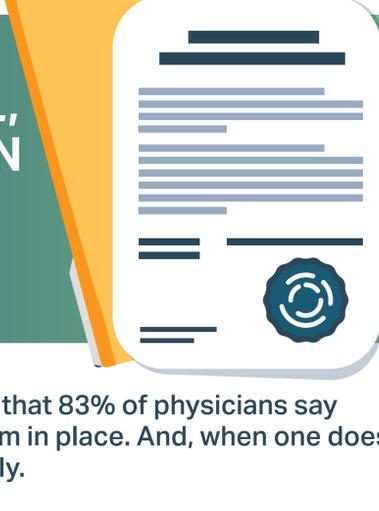


7 TIPS TO IMPROVE PHYSICIAN RETENTION, ENGAGEMENT, AND BURNOUT

Data from the [Physician Retention Survey](#) by Jackson Physician Search.

1

DEVELOP A FORMAL, WRITTEN RETENTION PROGRAM



Our [Physician Retention Survey](#) shows that 83% of physicians say their employer has no retention program in place. And, when one does exist, only 2% of physicians rate it highly.

Include the following in a formal, written retention program and share it with your physicians often:

- Personalized welcome message from the c-suite
- Compensation and incentive plans
- Call requirements balanced with generous time-off
- Formal orientation and mentorship opportunities
- Recognition programs
- Physician leadership training

2

CUSTOMIZE THE ORIENTATION AND ONBOARDING PROGRAM FOR PHYSICIANS



One in three physicians receives no formal orientation from their employer, which increases the risk of early turnover. A formal orientation program includes:

- Intro to the facility's culture, mission, and values
- Opportunities to assimilate socially
- Risk management policies and procedures
- Productivity expectations outlined in a reasonable ramp-up plan
- Resources for accounting, billing, credentialing, etc.

3

KNOW WHICH RETENTION BENEFITS YOUR PHYSICIANS VALUE



Physicians rank compensation and additional time off as the most influential retention benefits. When physicians were asked which benefits their employer offers, 40% of them said, "None." Consider other benefits, such as:

- Reduced call
- Partnership track
- Paid sabbaticals
- Leadership or research opportunities
- Reduced administrative burdens

4

PRIORITIZE PHYSICIAN ENGAGEMENT



69% of physicians say they are actively disengaged from their employer. To re-engage physicians, one-on-one, open communication is key. Start by asking questions, such as:

- How can we better listen to our physicians?
- Do physicians need more autonomy in how they practice medicine?
- How do physicians feel patient care and facility operations could be improved?
- What can leadership do to reduce the administrative burden?
- Are the productivity targets reasonable?

5

PROVIDE PHYSICIANS WITH LEADERSHIP TRAINING AND OPPORTUNITIES



74% of physicians say their employer doesn't offer any form of leadership training. This is a prime opportunity to increase engagement and long-term retention. Formalize a leadership training program that includes:

- Online leadership courses
- Attendance at national conferences
- Formal training in business related topics/practice management
- MBA/MHA tuition reimbursement

6

RECOGNIZE PHYSICIANS FOR A JOB WELL DONE



Only 23% of physicians say their organization has a formal recognition program. Yet, physicians feel more overworked and underappreciated for their dedication and personal sacrifice than ever before. Recognizing their contributions can counteract the risk of turnover. Consider the following:

- Sincere act of appreciation from the c-suite
- Opportunities for staff and patients to show gratitude
- Annual recognition dinner
- Physician of the month/year awards

7

ADDRESS LOOMING PHYSICIAN BURNOUT



28% of physicians report that their organization offers no programs to help them deal with physician burnout. With wide-spread concerns about mental health during and post-pandemic, now is the time to initiate two-way conversations with physicians to learn how they're coping and how you can help. Options include:

- Wellness and mental health programs
- Physician hotline
- Paid leave
- Professional coaching
- Reduce sources of stress, i.e. administrative burdens

Get more insight.

Download the [Physician Retention Survey Results: On the Verge of a Physician Turnover Epidemic.](#)

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