

Why you should create flexibility for your physician workforce

A better work/life balance was the top motivation for making a career change for physicians in every career stage¹, and that's why organizations that provide flexibility for their staff will be more successful in this tight labor market. From compressed workweeks to telehealth work and reduced FTE models, flexibility comes in many forms.

Here are some key points to consider when creating more flexibility for your providers.

Failure to provide flexibility can affect the bottom line

Failing to accommodate flexibility may lead to outcomes that affect your organization's bottom line, like:

- Talented candidates choosing your competitors
- Lost revenue when positions remain unfilled
- Increased physician burnout
- Increased turnover and the costs that come with recruitment

Current compensation models constrain flexible work options

For many physicians, compensation is linked to patient volume through an RVU model. This model may shackle a physician who wants to work part time, which is why it's imperative to reevaluate both compensation and scheduling models.

Your physicians may have other ideas for how flexibility can support career satisfaction and balance in their lives. Listening to those ideas – and genuinely considering their feasibility – will help your organization build sustainable flexibility.

Recruitment and retention will become easier with flexible offerings

By not giving providers the flexibility they're seeking, you'll lose the ability to recruit and retain top physicians. An inadequate physician workforce is much worse for the bottom line than absorbing labor cost increases. A focus on flexibility can support the bottom line in several ways:

- Providing an organizational differentiator to attract physician candidates
- Reducing physician shortages and open positions
- Supporting uninterrupted revenue generation
- Providing adequate staffing for service line expansions

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¹ 2024 CHG Healthcare Job Change Survey.