

8 physician turnover solutions that improve retention

Physician turnover disrupts care, erodes morale, and hurts the bottom line. As demand rises and the workforce ages, healthcare leaders must keep physician retention top of mind. Here are eight strategies for doing just that:

1. Develop a long-term workforce plan

Use demographic and utilization data to predict care needs three to five years in advance, avoiding last-minute hires that stress teams and undermine retention.

2. Craft a compelling value proposition

Compensation is important, but physicians want more than money. Talk about your mission, community impact, and culture. Think about why a physician would want to join your organization—and what would make them stay.

3. Personalize recruitment and onboarding

Treat candidates and their families as people, not commodities. Small, thoughtful gestures during recruitment and onboarding can help establish loyalty and a sense of connection.

4. Align expectations internally

Before recruiting, make sure that the clinical and administrative staff understand and agree on job expectations, roles, and culture. This clarity prevents mixed messages that deter candidates, and it helps new hires transition smoothly, reinforcing team unity and trust.

5. Prioritize flexibility and autonomy

Physicians want control over when and how they work. Offer flexible work options, such as four-day weeks or telehealth opportunities, to foster trust and reduce burnout.

6. Address workflow headaches

Reduce physician workloads by delegating administrative tasks, ensuring adequate support staff, and providing strong EHR training. Let physicians focus on patient care.

7. Centralize physician support systems

A “one-stop shop” for onboarding, credentialing, wellness, and professional growth makes it convenient for doctors to access the support, information, and tools they need.

8. Create a formal retention policy

A strong retention policy addresses culture, connection, efficiency, and well-being. It's not “fluff”: Engaged physicians generate more revenue and are much more likely to stay with your organization.

These eight strategies support retention by addressing the real reasons physicians leave—and giving them better reasons to stay.

CHG Healthcare can help you staff your telehealth program with locum tenens providers. Give us a call at 866.588.5996 or email ecs.contact@chghealthcare.com.