

# 6 ways to improve clinician retention in your healthcare organization

**With only 29% of physicians recommending their employer as a great place to work and 36% stating they're unlikely to stay at their current job for more than 12 months<sup>1</sup>, turnover and retention remain significant challenges for employers. But even amidst the turmoil, healthcare systems are finding new ways to entice providers to stay. Here are six ways healthcare organizations are working to retain providers and keep them happy.**

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## 1. Reevaluate provider compensation

High demand has resulted in rising wages for many healthcare professions. So, if your facility is losing a high number of providers, it may be time to reevaluate your organization's compensation model. Another effective option is to offer retention bonuses. A bonus paid out after a clinician has been with your organization for a certain period of time can lessen the lure of a sign-on bonus for a new job elsewhere.

## 2. Make retention a focus of onboarding

Onboarding should be more than just coordinating paperwork and sending them on their way. Stay in touch with your clinicians throughout their first year. Some organizations assign a clinician mentor or navigator who guides them through the pre-hire process and stays with them throughout their first year. Physicians who have a positive onboarding experience express higher job satisfaction.

## 3. Offer schedule flexibility to physicians

Most physicians say that flexible schedules are an important aspect of their job, and organizations can offer a variety of options, from four-day workweeks, job sharing, part-time work, and telehealth opportunities. Allowing providers the flexibility to take time off can also help reduce burnout and increase retention.

## 4. Facilitate meetings between providers and senior leaders

Schedule time on a regular basis to sit down and hear what your clinicians have to say. This is critically important in helping you understand how your organization can best support them and improve job satisfaction. Practice active listening and be present when meeting with your teams. Don't be in a rush to propose solutions. There will be time to focus on that once you really understand what needs to be changed.

## 5. Help providers and their families build community connections

Healthcare providers—physicians in particular—can live and work nearly anywhere they want. If you want to retain them, it's crucial to help them build lasting ties in your community. The stronger the ties, the less they'll be inclined to leave. Work with your local chamber of commerce to help providers and their families integrate into the community so their job isn't the only thing keeping them there.

## 6. Take exit interviews seriously

Retention is best, but even a departure can give you information that can help you keep others happy and engaged. During exit interviews, try to learn why a clinician is leaving. Their answers can serve as a blueprint for improvement.

**CHG Healthcare can help you find the physicians and advanced practice providers your organization needs. Call [866.588.5996](tel:866.588.5996) or email [ecs.contact@chghealthcare.com](mailto:ecs.contact@chghealthcare.com) for a consultation.**

1. 2025 Physician Sentiment Survey: What's driving physician engagement and retention. CHG Healthcare, 2025. <https://chghealthcare.com/blog/physician-sentiment-engagement-retention>