The Hospital Leader's Checklist to Impacting Physician Satisfaction

When it comes to provider retention, practice environment is often cited as the most influential factor in a providers' satisfaction at work. A provider is like any other professional: If he likes where he is going to work each day, he'll be less inclined to look elsewhere.

Ask yourself these questions to ensure you're building the kind of practice environment clinical providers wouldn't risk giving up:

Ensuring Adequate Coverage

- Does the current provider-patient ratio allow your providers to spend adequate time with patients, or are both patients and doctors feeling excessively rushed?
- Is the current nursing and secretarial or department support adequate for all shifts?
- If adding another physician isn't affordable, is it feasible to add a nurse practitioner, physician assistant, or a scribe to high-volume shifts?

Engaging and Empowering the Clinical Team

- Do your physicians feel valued?
- Are they recognized for jobs well done as often as they receive suggestions for how to improve?
- How are decisions made in the Emergency Medicine and Hospital Medicine departments— by consensus or directive?
- Are physicians granted a voice and an opportunity to share ideas and experience before you make decisions that affect them?
- Is someone accountable for acknowledging or rewarding good physicians and working with or removing those who obstruct the harmony of the practice environment?

Keeping Communication Lines Open

- Are you checking in with your physicians in-person to gauge their satisfaction?
- Do you have an objective, non-supervisor in place (such as a scheduler) who frequently communicates with physicians? Are you leveraging that person to help make you aware when physicians or the practice environment are struggling?

Tip: Along with examining day-to-day operations and metrics, pull back and look at the big picture through a physician's eyes as well.

For more solutions to your staffing challenges, visit **scp-health.com.**

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