

The Cost of Turn Over In Allied Health Positions

The cost of turnover in allied health positions in the US can vary depending on various factors, such as the type of position, the geographic location, and the specific industry. However, studies have shown that turnover in healthcare positions, including allied health, can be costly for organizations due to recruitment and training expenses, lost productivity, and decreased quality of care.

The cost of turnover in healthcare can range from

50% to 200% of an employee's annual salary



Therefore, for a position with an annual salary of **\$36,000**, the cost of turnover could range from **\$18,000 to \$72,000**

Turnover can also have indirect costs, such as **decreased morale** and **decreased quality of care**. These factors can impact patient satisfaction and ultimately affect an organization's reputation and financial success.



Allied health professionals play a crucial role in the healthcare system, providing essential services that support patient care and treatment. When there is a shortage of these professionals, the following impacts can occur:



1. Decreased access to healthcare services

Allied health professionals are vital in providing healthcare services, including diagnostic and therapeutic procedures. Shortages of these professionals can lead to longer patient wait times and reduced access to healthcare services.



2. Increased healthcare costs

As demand for healthcare services grows due to population growth and aging, allied health labor shortages can increase healthcare costs. When there are not enough allied health professionals to meet the service demand, healthcare organizations may need to pay higher salaries to attract and retain workers, which can increase healthcare costs.



3. Decreased quality of care

Allied health professionals are critical members of healthcare teams, and shortages can negatively impact patients' quality of care. When healthcare organizations are short-staffed, workers may experience burnout and have less time to spend with each patient, leading to decreased quality of care.



4. Increased workload and stress for existing workers

Allied health labor shortages can lead to increased workload and stress for existing workers, who are required to do more with fewer resources. This can negatively impact workers' morale and increase the risk of burnout and turnover.



5. Health disparities

Allied health labor shortages can exacerbate health disparities in underserved and rural communities. These areas may already have limited access to healthcare services, and shortages of allied health professionals can further limit their access to care.



6. Decreased innovation

Allied health professionals are critical in advancing healthcare innovation by developing and implementing new technologies and treatments. A shortage of these professionals can limit innovation and progress in healthcare.