

A 10-Point Health Check

Is Your Veterinary Clinic's Workforce Future-Ready?



Overview

Veterinary practices often run lean, but staffing stress creeps in unnoticed — until turnover spikes or patient backlogs build. This guide gives leaders a fast, structured way to evaluate their staffing health across **10 critical checkpoints**.



Introduction

Why staffing health determines patient care capacity.



The average vet clinic loses \$98,000 annually due to staff turnover **(VHMA, 2024)**.



10 Checkpoints for Workforce Health:

01

Average
time-to-hire for
vets and techs



02

Staff-to-patient
ratio per shift



03

Overtime
dependency
levels



04

% of shifts left
understaffed in
the last 90 days



05

Retention rate
of technicians
& support staff



06

% of staff
taking PTO
on schedule



07

New graduate
recruitment
pipeline strength



08

Training hours per
employee
annually



09

Client satisfaction
linked to wait
times



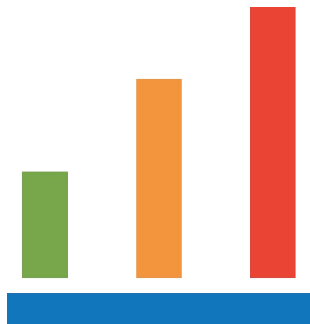
10

Backup plan for
sudden absences





Scoring System



Low/Medium/High risk,
with quick recommendations.

A high score means you're resilient, a low score signals urgency to re-align hiring pipelines.





Thank you!

