



- CHANGE YOUR MINDSET - THE ACCOUNTING METRIC NO ONE IS MEASURING—BUT SHOULD BE

In accounting, we are meticulous about accuracy, compliance, and timeliness. Balance sheets, cash flow reconciles, and audits get signed off. But there's a critical metric that rarely shows up in dashboards or board packets—and it might be costing your business more than missed deadlines or reporting errors. That metric? **The Cost of Vacancy in Accounting Roles.**

WHY IT MATTERS

Vacant accounting positions aren't just a staffing inconvenience. They're a hidden financial drain. According to SHRM, it takes an average of **42 days to fill a skilled role**—and in accounting, those delays create ripple effects across payroll, compliance, audits, and reporting.

The Bureau of Labor Statistics reports that each unfilled professional role costs employers an estimated **\$500 per day in lost productivity**. For a vacant staff accountant earning \$70,000 annually, even a one-month gap can cost the business **\$10,000+ in real, measurable losses**.

THE RIPPLE EFFECTS OF VACANCY

- **Delayed Reporting:** Month-end closes stretch longer, leading to slower decision-making. A PwC survey found that **46% of CFOs believe reporting delays directly impact growth decisions**.
- **Compliance Risks:** Without enough hands, deadlines for tax filings, audits, or SEC reporting can slip, creating penalties that average **\$50,000–\$100,000** for late filings.
- **Increased Burnout:** Remaining staff absorb the work. Gallup data shows employees with consistently excessive workloads are **2.6x more likely to leave** within 12 months. Replacing them can cost **50–200% of salary**.
- **Missed Strategic Value:** Instead of analyzing data and advising leadership, accountants are stuck in tactical catch-up mode. That means opportunities slip by unnoticed.

WHY IT'S NOT MEASURED

Traditional accounting KPIs—days sales outstanding, revenue growth, audit accuracy—don't account for the impact of human capital gaps. Yet labor is often the most significant controllable expense in the business. Ignoring vacancy costs creates blind spots in financial strategy.

CHANGE YOUR MINDSET

It's time to measure the **actual cost of unfilled accounting seats**. Just like we track revenue leakage or cash flow gaps, businesses need a dashboard metric for **"Vacancy Cost"**—the daily financial and operational impact of an unstaffed role.

At PEG, we help companies close those gaps quickly. By providing skilled accounting professionals when you need them most, we ensure your business isn't quietly bleeding money while waiting for the "perfect hire."

Change your mindset. The most significant accounting risk isn't always in your numbers; it's in the seats you leave empty.

For a FREE Consultation, contact us today Sales@pegstaff.com