

# PHYSICIAN COMPENSATION AMALGAMATION STUDIES

## 2009 TRENDING

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# PHYSICIAN DEMAND GROWS STRATEGIES TO ATTRACT PHYSICIANS IS GETTING CREATIVE

*Andis Robeznieks for Modern Healthcare, July, 2008*

- According to healthcare compensation experts, due to a shrinking supply of physicians and increasing demand, some specialties may soon see their services “turn into a barrel of oil”, meaning they could become a commodity being priced so high that hospitals have to get creative in order to afford it or use less of that commodity.
  
- STRATEGIES TO ATTRACT PHYSICIANS INCLUDE:
  - Joint Ventures between physicians and hospitals
  - Loan Forgiveness for Medical School debts
  - Research Opportunities
  - Payment for ON-Call and Administrative duties
  - Hiring the physician (“this becomes a ‘defensive strategy’ that includes creating stability and ‘professional fidelity’ that leads to fewer recruitment demands, while keeping patient referrals in-house”)

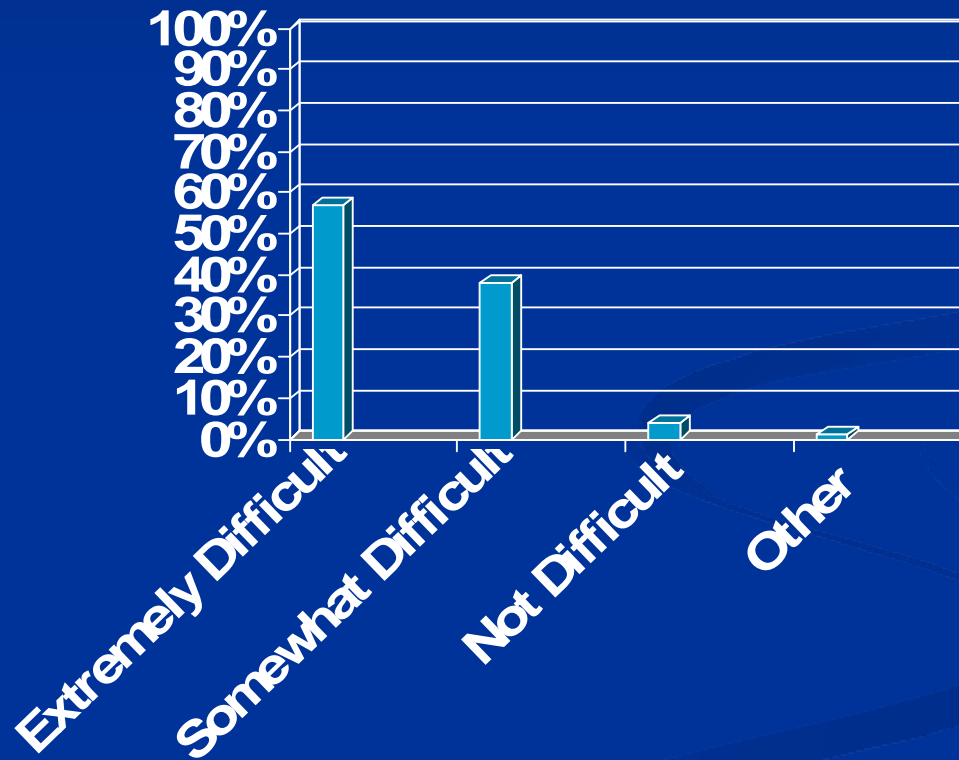
# PHYSICIAN PROJECTED SHORTAGE by 2025

Modern Healthcare, By the Numbers, December 1, 2008

□ General Primary Practice:	46,000 (37%)
□ Surgery:	41,000 (33%)
□ Medical Specialties:	29,000 (23%)
□ Gastroenterology*:	1,050 -1,500

Source: Association of American Medical Colleges; Lewin Group\*; New York Times January 12, 2009

# PHYSICIAN RECRUITMENT



# PHYSICIAN COMPENSATION

- **Hospitalist:** **\$193,471**  
Range: \$178,900 to \$221,357
- **Family Practice:** **\$174,735**  
Range: \$148,700 to \$201,300
- **ER:** **\$257,957**  
Range: \$217,600 to \$302,500
- **General Surgeon:** **\$321,000**  
Range: \$276,250 to \$351,996
- **Anesthesiology:** **\$362,690**  
Range: \$319,100 to \$452,182
- **Orthopedic Surgery:** **\$451,221**  
Range: \$365,240 to \$516,213
- **Invasive Cardiology:** **\$455,357**  
Range: \$383,131 to \$568,519

# PHYSICIAN COMPENSATION

□ Non-Invasive Cardiology	\$391,561
Range: \$332,312 to \$428,380	
□ Neurology:	\$242,000
Range: \$209,312 to \$301,380	
□ Pediatrics:	\$174,900
Range: \$142,980 to \$213,500	
□ Obs/Gyn:	\$265,611
Range: \$227,100 to \$303,400	
□ Radiation Oncology:	\$440,500
Range: \$357,000 to \$463,000	
□ Radiology:	\$438,786
Range: \$379,900 to \$597,400	
□ Internal Medicine:	\$189,679
Range: \$173,900 to \$231,400	
□ Urology:	\$380,215
Range: \$321,600 to \$421,410	

# PHYSICIAN COMPENSATION

- **Gastroenterology:** **\$394,321**  
Range: \$332,312 to \$488,380
- **Dermatology:** **\$329,563**  
Range: \$283,352 to \$368,380
- **Psychiatry:** **\$193,241**  
Range: \$173,352 to \$241,380
- **Oncology:** **\$347,980**  
Range: \$299,890 to \$414,120
- **Radiation Oncology:** **\$441,590**  
Range: \$350,352 to \$468,380
- **Pathology:** **\$281,000**  
Range: \$231,352 to \$329,380

# LARGEST PAY RAISES

□ Pathology:	9.7%
□ Oncology:	6.5%
□ Radiology:	6.3%
□ Urology:	5.6%
□ Neurology	9.3%

Sources: Compensation Analyst, 2008; Modern Healthcare Physician Compensation Survey, December, 2008

# WHICH SERVICE LINE HAS THE GREATEST POTENTIAL TO PRODUCE STRONG REVENUE GROWTH OVER THE NEXT 3 YEARS

<b>Cardiology:</b>	<b>21.96%</b>
<b>Orthopedics:</b>	<b>13.87%</b>
<b>Imaging:</b>	<b>12.23%</b>
<b>Oncology:</b>	<b>9.15%</b>
<b>Wellness/Bariatric:</b>	<b>9.15%</b>
<b>Gerontology:</b>	<b>8.96%</b>
<b>Nueroscience:</b>	<b>8.09%</b>

Source: ... Paul Mattioli, [The HealthLeaders Media Industry Survey 2009](#)

# EMERGENCY DEPARTMENT PHYSICIANS NOTE INCREASING ED OVER-CROWDING-

*by Jessica Zigmond, Daily Dose, October 10, 2007*

- In a report to the American College of Emergency Physicians, 82.6% of the ER doctors, said crowded conditions in their EDs had increased either, slightly (40.2%) or significantly (42.4%). In the study, **67% of physicians cited "not enough staffing and/or resources" as their leading concern about patient care.**
- Other top concerns included decreased ED throughput due to boarding patients (65.4%) and long wait times (65.3%). Also, 40.4% of physicians reported that the emergency-care environment has over-crowding and that access to specialty physicians and similar practice issues is a major concern. 47% of the physicians reported experiencing a patient suffering as a result of crowded EDs, while 29% experienced a patient death for this reason.

# HEALTHCARE COSTS KEEPS THE DOCTOR AWAY

*AP/Yahoo News, February 26, 2009*

- "25% of Americans said in a survey that someone in the family put off needed healthcare in the past year because of cost."
- "This including 16% who postponed surgery or a doctor's visit for chronic illness."
- "In all, 53% of Americans in the Kaiser Family Foundation poll said they or a family member living with them cut back on healthcare in one or more ways to save money in the past 12 months."

# LOSING SPECIALTY COVERAGE IN THE ED

A majority of Hospitals (55%) reported losing ED Specialty coverage in the ED for any period of time during the last 24 months. The Physician reasons cited are:

- Lifestyle Issues: 48%
- Inability to attract physicians: 37%
- Retirements or Resignations: 27%
- Unaffordable On-Call Coverage: 26%
- Retail Clinics: 21%
- Competition from Ambulatory Surgery - Centers: 11%
- Competition from another Hospital: 10%
- Competition from a Specialty Hospital: 6%
- Physician Liability Concerns: 6%

# PHYSICIAN ON-CALL PAYMENTS

33%+ of Hospitals reported paying On-Call to:

□ General Surgery:	37%
□ Neurosurgery:	33%
□ Orthopedics:	31%
□ OB/GYN:	25%
□ Psychiatry:	22%
□ Hand Surgery:	21%
□ Plastic Surgery:	18%
□ Vascular Surgery:	16%
□ ENT and GI:	13%
□ Ophthalmology:	9%

Sources: AMA, 2008 Survey of Hospital Leaders; H&HN, 2008

# PHYSICIANS BY STATE...

Total U.S. Physicians is 973,524

<b>RANK</b>	<b>STATE</b>	<b>TOTAL NON-FEDERAL PHYSICIANS</b>
<b>1</b>	California	113,624
<b>2</b>	New York	87,030
<b>3</b>	Texas	58,223
<b>4</b>	Florida	57,400
<b>5</b>	Pennsylvania	48,633
<b>6</b>	Illinois	41,826
<b>7</b>	Ohio	38,239
<b>8</b>	Michigan	33,627
<b>9</b>	Massachusetts	33,409
<b>10</b>	New Jersey	33,242
<b>11</b>	North Carolina	25,968
<b>12</b>	Maryland	25,037
<b>13</b>	Virginia	23,676
<b>14</b>	Georgia	23,037
<b>15</b>	Washington	20,383
<b>16</b>	Tennessee	18,255

Source: HealthLeaders Fact File Media, July, 2008

# PHYSICIANS BY STATE

RANK	STATE	TOTAL NON-FEDERAL PHYSICIANS
17	Missouri	17,762
18	Minnesota	17,295
19	Wisconsin	16,979
20	Arizona	16,883
21	Indiana	16,122
22	Colorado	15,080
23	Connecticut	14,932
24	Louisiana	12,660
25	Oregon	12,305
26	South Carolina	11,599
27	Alabama	11,352
28	Kentucky	11,225
29	Oklahoma	8,629
30	Kansas	7,665
31	Iowa	7,641
32	Arkansas	6,597

Source: HealthLeaders Fact File Media, July, 2008

# PHYSICIANS BY STATE

	STATE	TOTAL NON-FEDERAL PHYSICIANS
33	Utah	6,399
34	Mississippi	6,053
35	Nevada	5,851
36	New Mexico	5,495
37	West Virginia	5,295
38	Nebraska	5,044
39	Maine	4,858
40	DC	4,854
41	Rhode Island	4,531
42	New Hampshire	4,304
43	Idaho	3,106
44	Vermont	2,778
45	Delaware	2,671
46	Montana	2,631
47	South Dakota	2,015
48	North Dakota	1,782
49	Alaska	1,694
50	Wyoming	1,193

# SOURCES

- MODERN HEALTHCARE, BY THE NUMBERS AND DAILY DOSE
- FITCH REPORTS
- PRESS GANEY
- MOODY INVESTER SERVICES
- SULLIVAN COTTER
- WARREN SURVEYS
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- AMERICAN MEDICAL GROUP ASSOCIATES
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- MARTIN FLETCHER & ASSOCIATES
- MD NETWORK
- PINNACLE HEALTH GROUP
- MEDICUS PARTNERS
- DELTA MEDICAL CONSULTING
- AON CONSULTING
- JACKSON COKER
- AMERICAN SOCIETY OF HEALTHCARE HUMAN RESOURCES ADMINISTRATION
- SARATOGA INSTITUTE
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- HAY GROUP
- WATSON WYATT CO.
- TOWERS PERRIN
- HOSPITALS & HEALTH NETWORKS
- HOSPITAL & HEALTH COMPENSATION SERVICES

All survey information and data is obtained from: consulting firms and other published data, professional journals, white papers, professional associations and governmental websites, NSI surveys, etc., and all are coalesced, amalgamated and where applicable are trended and forecasted in the variously published NSI surveys and reports.

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- ***NSI*** is not a foreign recruiter nor a travel or temporary agency.
- The partnership is "RISK FREE, since you must hire the nurses BEFORE ***NSI*** is paid.
- The relationship is also a "WIN-WIN", since not only are the nurses guaranteed for 6 months, ***NSI*** provides "On-Boarding Coaching" for the nurses, for 365 days.