

PINNACLE HEALTH GROUP
PINNACLE LOCUM TENENS

SURVEY

2013 ANNUAL PHYSICIAN COMPENSATION SURVEY



PINNACLE HEALTH GROUP's compensation data is based on mean compensation and / or base salary for 1,170 surveyed doctors and 220 healthcare organizations, covering 37 specialties.

The healthcare facilities for which the searches were performed included affiliated practices, healthcare management systems and physician groups.

Approximately 99% of clients placed physicians under the employment model.

Learn more about Pinnacle Health Group (PHG) by visiting www.phg.com or calling 1-800-789-6684 (main) or 404-816-8831 (local).

Pinnacle Health Group is member of the National Association of Physician Recruiters (NAPR) since 1995.

COMPENSATION TRENDS. The most notable trend impacting compensation is the movement toward employment arrangements and away from income guarantees. The employed model was the preferred work arrangement for nearly all of the practice opportunities represented by Pinnacle Health Group this year. Employment contracts include salary plus productivity incentives such as RVU's, percentage of billings and percentage of collections. Bonuses for quality of care are also becoming more prevalent.

NEW ANCILLARY SERVICES. Most healthcare facilities set up new ancillary services as a way of recruiting physicians and generating more revenue. The more prevalent ones include imaging capabilities such as X-ray, MRI, CT, PET, EMG, Ultrasound, Echo and Bronchoscopy; in-house laboratories such as those in pathology, pulmonology and radiology; and procedures such as cosmetic laser treatments, immunotherapies, ANSAR testing and biopsies. Also of note is the expansion of walk-in clinics, wound and urgent care centers as well the increased use of hospitalists, physician assistants and mid-level practitioners.

RECRUITMENT INCENTIVES. Due to physician shortages and the competitive marketplace, healthcare organizations are offering higher base salaries along with a variety of incentives including: (1) Bonuses for sign-on and retention, (2) Student loan repayments and relocation assistance, and (3) Malpractice insurance and 401(k) matches. Also of increasing importance are lifestyle incentives such as lighter call schedules, flexible work hours and increased vacation time.

DIFFICULT SPECIALTIES TO RECRUIT. Physician recruitment is highly competitive for all specialties, and is more challenging for rural communities. Specialties with a lower number of trained physicians are more difficult to recruit. These specialties include (in no particular order):

- Urology
- Neurology
- Combined Internal Medicine and Pediatrics
- Dermatology
- Primary Care (Internal Medicine and Family Practice)



COMPENSATION SURVEY

2011-2012		2012-2013	
Anesthesiology	\$425,000.00	Anesthesiology	\$381,222.00
Cardiology (invasive)	\$550,000.00	Cardiology (invasive)	\$551,250.00
Cardiology (non-invasive)	\$500,000.00	Cardiology (non-invasive)	\$395,000.00
Dermatology	\$505,000.00	Dermatology	\$405,000.00
Emergency Medicine	\$280,000.00	Emergency Medicine	\$280,500.00
Family Practice	\$200,000.00	Family Practice	\$181,130.00
Gastroenterology	\$450,000.00	Gastroenterology	\$418,519.00
General Surgery	\$350,000.00	General Surgery	\$360,450.00
Hospitalist	\$220,000.00	Hospitalist	\$225,953.00
Intensivist	\$250,000.00	Intensivist	\$298,000.00
Internal Medicine	\$220,000.00	Internal Medicine	\$203,556.00
Hematology-Oncology	\$462,000.00	Hematology-Oncology	\$381,000.00
Neonatology	\$160,000.00	Neonatology	\$290,000.00
Neurology	\$250,000.00	Neurology	\$283,778.00
Obstetrics/Gynecology	\$400,000.00	Obstetrics/Gynecology	\$270,769.00
Orthopedics	\$450,000.00	Orthopedics	\$492,083.00
Pathology	\$230,000.00	Pathology	252,000.00
Pediatrics	\$196,308.00	Pediatrics	\$200,000.00
Plastic Surgery	\$360,000.00	Plastic Surgery	425,000.00
Psychiatry	\$225,000.00	Psychiatry	\$235,125.00
Pulmonary Medicine	N/A	Pulmonary Medicine	\$340,000.00
Radiation Oncology	\$500,000.00	Radiation Oncology	\$475,000.00
Radiology	\$450,000.00	Radiology	\$410,000.00
Urology	\$350,000.00	Urology	\$430,222.00

* Data is based on mean compensation and/or base salary for 1,170 surveyed doctors and 220 healthcare organizations, including affiliated practices, healthcare management systems and physician groups. Pinnacle Health Group's survey covered 37 specialties and gathered sufficient data to report on 24 specialties. Contact Pinnacle Health Group for more information.

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Pinnacle Health Group (PHG), established in 1994, is one of the nation's largest physician recruitment and healthcare staffing firms with over 20 years of experience, delivering high quality, results-focused service to many healthcare organizations

throughout the United States, dedicated to fulfilling the professional needs of the physician. Pinnacle Health Group can also provide licensure and credentialing assistance, with hundreds of dedicated clients throughout the US. Visit their website for disclaimer / privacy policy page and more information. For comments, suggestions and queries, email us at info@phg.com or mpenoyar@phg.com for Michelle Penoyar, jestialbo@phg.com for Andrew Estialbo, and mbroxterman@phg.com for COO Michael P. Broxterman, or call us through 1-800-789-6684 (main) or 404-816-8831 (local).



PINNACLE HEALTH GROUP

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WE HELP BRING HEALTHCARE TO COMMUNITIES THAT NEED IT!™

MEMBER OF THE NATIONAL ASSOCIATION
OF PHYSICIAN RECRUITERS SINCE 1995

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ASSOCIATE OFFICES LOCATED IN:
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