

PINNACLE HEALTH GROUP
PINNACLE LOCUM TENENS

2016 ANNUAL PHYSICIAN COMPENSATION SURVEY



Pinnacle Health Group's compensation data is based on mean compensation and/or base salary for 175 surveyed physicians and 160 healthcare organizations, covering 51 specialties, from April to June, 2016.

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

Learn more about Pinnacle Health Group (PHG) by visiting www.phg.com or calling 1-800-492-7771 (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 trends impacting compensation today include; additional incentives and benefits that are not cash-based, increased compensation for primary care physicians (including both outpatient and inpatient positions) and decreasing compensation for some subspecialties.

Aside from higher base salary, physicians, especially those coming out of residency and/or fellowship, take into account work schedule, cultural fit, the impact to spouse and/or family, and the financial stability of the facility when choosing a healthcare organization to work for. Due to the competitive marketplace, healthcare facilities are also focusing on retention strategies to keep their physician staff.

In addition, although fee-for-service is still present, more and more healthcare facilities are shifting from volume to value through the pay-for-performance model, which provides bonuses and incentives to their physicians by incorporating quality metrics and indicators. There is also an increasing trend of varying compensation based on geographical area / region.

NEW ANCILLARY SERVICES. Most healthcare facilities set up new ancillary services as a way of generating more revenue. Many facilities are also increasing revenue by utilizing advanced practice providers such as nurses and physician assistants. The more prevalent ancillary services include:

- Telemedicine (especially tele-psychiatry) and remote monitoring;
- In-office services such as minimally invasive surgeries, infusion procedures, immunotherapies;
- Imaging and diagnostic capabilities such as X-Ray, MRI, CT, PET, EMG, EEG, EKG, EBUS, EMN Bronchoscopy and expanded radiological services;
- Ultrasound-based biopsies and procedures such as ultrasonography and nerve block;
- Cardiovascular testing such as echocardiogram and VasoScan;
- ICU, surgical center, critical care, pain management and wound care services;
- In-house and physician-ordered laboratory and screening services such as allergy testing, sleep testing, sonography, pulmonary function tests (i.e. spirometry), pathology, urine screening and stress testing;
- Cosmetic procedures such as weight loss procedures, laser hair removal, botox, tattoo removal, and other dermatological and otolaryngology services; and
- Pharmacy and Durable Medical Equipment dispensing.

To further augment their income, physicians also engage in academic and medical writing, locum tenens work, sales of supplements and medical devices, supervision of private labs, and medical review services for lawyers and insurance carriers.



RECRUITMENT INCENTIVES. Due to physician shortages and the competitive marketplace, healthcare organizations are offering higher base salaries along with a variety of incentives including:

- Competitive compensation (guaranteed base salary higher than average compensation);
- Bonuses and benefits such as:
 - » Sign on bonus
 - » Relocation assistance
 - » Productivity bonus (wRVU)
 - » Paid CME,
 - » Travel expenses reimbursement
 - » Paid time off
 - » Student loan repayment programs
 - » Malpractice insurance with tail coverage
 - » 401k matching
 - » Stipend for residency and fellowship
 - » Quicker partnership tracks (including profit-sharing)
 - » Career advancement opportunities such as academic and leadership roles
 - » Research funding
 - » Provision of office and medical equipment
- Work-life balance incentives, which include:
 - » Flexible shifts
 - » Reduced to no call coverage
 - » Added vacation time
 - » Subspecialist, locum tenens and advanced practice provider (NPs, PAs, etc.) support
 - » Other related benefits that take into account the physician's spouse and/or family and the doctor's ties to the community.

DIFFICULT SPECIALTIES TO RECRUIT. Physician recruitment is highly competitive for all specialties, and is more challenging for rural communities. Specialties that are more difficult to recruit include (in no particular order):

- Primary Care (Family Practice, Internal Medicine, Pediatrics)
- Neurology
- Psychiatry
- Urology
- Dermatology
- Emergency Medicine



COMPENSATION SURVEY

2014-2015		2015-2016	
Anesthesiology	\$400,857.14	Anesthesiology	\$348,538.46
Cardiology (invasive)	\$570,000.00	Cardiology (invasive)	\$503,750.00
Cardiology (non-invasive)	\$302,500.00	Cardiology (non-invasive)	\$417,857.14
Dermatology	\$454,166.67	Dermatology	\$315,375.00
Electrophysiology	\$430,000.00	Electrophysiology	\$497,500.00
Emergency Medicine	\$291,400.00	Emergency Medicine	\$306,842.86
Endocrinology	N/A	Endocrinology	\$207,500.00
Family Practice	\$207,430.00	Family Practice	\$216,758.25
Gastroenterology	\$571,000.00	Gastroenterology	\$426,000.00
General Practice	N/A	General Practice	\$146,433.33
General Surgery	\$404,583.33	General Surgery	\$324,894.74
Hand Surgery		Hand Surgery	\$410,000.00
Hematology-Oncology	\$332,222.22	Hematology-Oncology	\$391,428.57
Hospitalist	\$268,571.43	Hospitalist	\$248,066.67
Infectious Disease	\$227,500.00	Infectious Disease	\$192,982.67
Intensivist	\$328,750.00	Intensivist	\$319,166.67
Internal Medicine	\$215,000.00	Internal Medicine	\$225,479.56
Neonatology	\$335,000.00	Neonatology	\$221,250.00
Neurology	\$309,777.78	Neurology	\$288,166.67
Neurological Surgery	\$675,000.00	Neurological Surgery	\$751,666.67
Obstetrics/Gynecology	\$268,228.70	Obstetrics/Gynecology	\$326,000.00
Occupational Medicine	\$266,250.00	Occupational Medicine	\$239,166.67
Ophthalmology	N/A	Ophthalmology	\$222,500.00
Orthopedics	\$515,000.00	Orthopedics	\$435,000.00
Orthopedic Surgery	\$502,500.00	Orthopedic Surgery	\$450,000.00
Pathology	\$210,000.00	Pathology	\$211,000.00
Pediatrics	\$192,111.11	Pediatrics	\$212,722.67
Pediatric Hospitalist	N/A	Pediatric Hospitalist	\$127,500.00
Pediatric Pulmonology	N/A	Pediatric Pulmonology	\$205,000.00
Plastic Surgery	\$402,500.00	Plastic Surgery	\$335,000.00
Psychiatry	\$203,800.00	Psychiatry	\$233,537.50
Psychiatry (Child & Adolescent)	N/A	Psychiatry (Child & Adolescent)	\$226,333.33
Radiation Oncology	\$342,500.00	Radiation Oncology	\$361,666.67
Radiology	\$476,000.00	Radiology	\$316,870.29
Trauma Surgery	N/A	Trauma Surgery	\$425,000.00
Urology	\$457,000.00	Urology	\$378,142.86

** Data is based on mean compensation and/or base salary for 175 surveyed physicians and 160 healthcare organizations, including affiliated practices, healthcare management systems and physician groups. Pinnacle Health Group's survey covered 51 specialties and gathered sufficient data to report on 38 specialties. [Contact](#) Pinnacle Health Group for more information.*

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Pinnacle Health Group (PHG), established in 1994, is a full-service recruitment firm that has placed over a thousand physicians in opportunities nationwide. We offer permanent recruitment, locum tenens services, and advanced practice provider recruitment. PHG is a leader in the industry and we help clients succeed through the consultative services of our experienced healthcare recruiters. Visit the PHG website for disclaimer / privacy policy page and further information. For comments, suggestions and questions, email us at info@phg.com, adennis@phg.com for Ashlee Dennis, cfowler@phg.com for Craig Fowler, and mbroxterman@phg.com for COO Michael P. Broxterman. We can also be reached by phone at 1-800-492-7771 (main) or 404-816-8831 (local).



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WE HELP BRING HEALTHCARE TO COMMUNITIES THAT NEED IT! TM

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OF PHYSICIAN RECRUITERS SINCE 1995

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