



PINNACLE HEALTH GROUP's 2010 compensation data is based on actual placements and physician searches for 109 healthcare groups and 256 physicians during the 2008 and 2009 calendar years. Data was compiled from hospitals (75%), group practices (20%), and other settings (5%). Approximately 70% of the facilities included in the data were locating physicians on behalf of affiliated group practices. Around 90% of these participants placed physicians under the employment model, with the rest being solo practice / income guarantee.

**Compensation trends.** Employment of physicians continues to be prevalent. Almost all opportunities are offering employment arrangements as an option, and most physicians continue to seek employment-based jobs. Compensation, incentives and bonuses are being paid based on factors like work RVUs and/or collections, which has become a growing trend. The primary care shortage is creating an increased competition, which translates to high percentages of sign-on bonuses, loan repayments and health coverage among others.



**New ancillary services.** In private practices, physicians continue to seek ancillaries such as laboratory and x-ray services even if they compete with other hospitals. For employed physicians, the opportunity for ancillaries should be expected to be small. However, hospitals have given opportunities for ancillaries to select specialties. For instance, specialties like Orthopedics, General Surgery and Plastic Surgery can buy into a surgery center, while Radiology can buy into an imaging center.

**Recruitment services.** Recruitment Incentives. We don't see a lot of change in the type of incentives used to attract those hard to recruit doctors. They continue to be: (1) Stipends for fellows; (2) Sign-on bonuses; and (3) School-on-repayment and relocation expenses.



**Difficult specialties to recruit.** While all specialties are hard, the trend has been that the traditional primary care doctor is becoming rare and considered to be the most difficult search right now. The next four are extremely difficult because they are specialties that are hard to recruit as well as ones with small numbers of physicians trained in that specialty. There are several others that are hard but because there is a larger pool of candidates it is considered to be slightly easier than searches like these: (1) Family Practice / Internal Medicine – Traditional (with inpatient); (2) Pediatric Surgery; (3) Pulmonary Critical Care; (4) Gynecological Oncology; (5) Boarded Emergency Medicine.

**Compensation Survey:**

2008		2009	
Anesthesiology	\$400 000	Anesthesiology	\$400 000
Cardiology (invasive)	\$430 000	Cardiology (invasive)	\$460 000
Cardiology (non-invasive)	\$400 000*	Cardiology (non-invasive)	\$430 000*
Dermatology	\$355 000	Dermatology	\$355 000
Emergency Medicine	\$258 000	Emergency Medicine	\$258 000
Family Practice	\$186 000*	Family Practice	\$203 000*
Gastroenterology	\$450 000*	Gastroenterology	\$520 000*
General Surgery	\$321 000*	General Surgery	\$325 000*
Hospitalist	\$175 000	Hospitalist	\$210 000*
Intensivist	\$215 000*	Intensivist	\$215 000*
Internal Medicine	\$215 000*	Internal Medicine	\$264 000*
Oncology-Hematology	\$335 000*	Oncology-Hematology	\$350 000*
Neurology	\$233 000*	Neurology	\$246 000*
Obstetrics/Gynecology	\$285 000	Obstetrics/Gynecology	\$300 000*
Orthopedic Surgery	\$600 000	Orthopedic Surgery	\$600 000
Pediatrics	\$180 000	Pediatrics	\$180 000*
Plastic Surgery	\$275 000	Plastic Surgery	\$370 000*
Psychiatry	\$190 000*	Psychiatry	\$219 000
Radiation Oncology	\$400 000	Radiation Oncology	\$400 000
Radiology	\$380 000	Radiology Urology	\$400 000
Urology	\$380 000*	Urology	\$393 000*
Otolaryngology	\$350 000	Otolaryngology	\$400 000
Family Sports Medicine	\$200 000	Family Sports Medicine	\$210 000

\* Based on multiple actual placements and physician searches for 109 healthcare groups during 2008 and 2009.



**ABOUT PHG:**

*Pinnacle Health Group (PHG), established in 1994, is one of the nation's largest physician recruitment firms with over 15 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](mailto:info@phg.com) or [jestialbo@phg.com](mailto:jestialbo@phg.com) for John Andrew Estialbo and [mbroxterman@phg.com](mailto:mbroxterman@phg.com) for COO Michael P. Broxterman, or call us through 1-800-789-6684 (main) or 404-816-8831 (local).*

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