



Compensation Insight

More Doctors Demanding Payment for On-Call Service

Sullivan, Cotter and Associates' Recent Survey Quantifies the Trend

Analyzing and compiling the responses of 167 participating health-care organizations, Sullivan, Cotter and Associates, Inc. has issued the first definitive survey reporting physician on-call pay.

On-call pay has been an emerging issue among healthcare organizations as:

- Reimbursement rates decline and the number of uninsured patients increases, sparking physician demands for additional compensation
- The Emergency Medical Treatment and Active Labor Act requires on-call staffing in certain specialties, including many of the surgical specialties
- On-call pay is becoming a negotiation point in recruiting and retaining physicians

Of the organizations surveyed, 86% require physicians to participate in on-call coverage. Nearly half provide on-call pay to voluntary and employed physicians, and another 16% said they would be implementing a plan during the first half of 2005. While many healthcare providers have paid for restricted on-call time, when physicians are required to remain on-site and available, more and more are offering payments for unrestricted on-call, in which they must be able to arrive on-site within a specified amount of time.

Naturally, there are a variety of methods for determining compensation rates, as well as how they are negotiated and paid out. The

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survey found that rates vary by specialty and region. On-call is paid as an hourly rate or a daily, weekly or annual stipend.

The full survey results, published in April 2005, are designed to identify trends in physician compensation, as well as summarize market rates in each U.S. region. SullivanCotter believes that on-call pay is a concept that will continue to become

even more widespread in the coming years.

The survey report is available for purchase. For more information about the Physician On-Call Pay Survey, send an email to janisd@sullivancotter.com. For assistance establishing an on-call compensation strategy, contact your SullivanCotter consultant today.

Sample Median Pay Rates

	Restricted On-Call (per hour)	Unrestricted On-Call (per hour)
National Median	\$70.92	\$17.12
Primary Care	\$69.91	\$11.54
OB/GYN	\$70.00	\$14.84
Orthopedic Surgery	\$72.91	\$26.04
Neurosurgery	\$93.75	\$32.29
Trauma Surgery	\$70.00	\$41.73

*All data has been converted to an hourly rate. However, on-call may be paid as an hourly rate; or as a daily, weekly or annual stipend.

Participating Organizations

Hospital/Medical Center	81%
Group Practice	19%
Integrated Delivery System	4%
Other	4%
Health Maintenance Organization	1%
Rehabilitation Hospital	1%

*Percentages total more than 100% due to multiple response categories.

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