

## Demand Draws Higher Pay

Compensation offers steadily climb for the most-recruited physicians

**S**PECIALISTS IN CARDIOLOGY, RADIOLOGY, and orthopaedic surgery continue to be the physicians most in demand, according to Merritt, Hawkins & Associates' *2005 Review of Physician Recruitment Incentives*, and the compensation offers they receive reflect that demand. However, internal medicine and family practice physicians also are in greater demand recently than the previous several years. The review is based on the 2,687 physician search and consulting assignments

Merritt, Hawkins & Associates (MHA) represented from April 1, 2004 to March 31, 2005. The number of psychiatry searches MHA conducted increased from 54 in 2003/04 to 80 in 2004/05, a growth rate of 48 percent. In contrast, demand for both obstetrician/gynecologists and anesthesiologists showed declines in this year's review, and pediatrics dropped out of the top 15 recruited specialties for the first time since MHA has conducted the review. ■

Average Income Offered		2001	2002	2003	2004
<i>To top 10 recruited specialties</i>	Cardiology	\$ 273,000	\$ 280,000	\$ 292,000	\$ 320,000
	Radiology	286,000	317,000	336,000	355,000
	Orthopaedic Surgery	295,000	315,000	330,000	361,000
	Internal Medicine	148,000	150,000	152,000	161,000
	Family Practice	144,000	146,000	146,000	150,000
	General Surgery	221,000	242,000	248,000	255,000
	Gastroenterology	226,000	240,000	250,000	298,000
	OB/GYN	219,000	237,000	242,000	247,000
	Psychiatry	153,000	162,000	164,000	176,000
	Anesthesiology	278,000	290,000	300,000	303,000

Average Income Offered by Geographic Region		Northeast	Southeast	Midwest	West
<i>For top 15 specialties</i>	Cardiology	\$ 310,000	\$ 330,000	\$ 330,000	\$ 312,000
	Radiology	340,000	360,000	362,000	310,000
	Orthopedic Surgery	351,000	370,000	370,000	345,000
	Internal Medicine	155,000	164,000	164,000	164,000
	Family Practice	145,000	152,000	151,000	144,000
	General Surgery	245,000	260,000	262,000	248,000
	Gastroenterology	290,000	300,000	302,000	285,000
	OB/GYN	245,000	250,000	250,000	240,000
	Psychiatry	170,000	178,000	178,000	172,000
	Anesthesiology	295,000	310,000	305,000	294,000
	Hospitalist	165,000	175,000	174,000	165,000
	Neurosurgery	470,000	478,000	478,000	472,000
	Urology	320,000	334,000	335,000	320,000
	Neurology	202,000	212,000	215,000	200,000
Otolaryngology	280,000	295,000	290,000	280,000	