

vital stats

GROWING TOGETHER

Physician compensation survey shows even pay increases among specialties

PRIMARY CARE AND SPECIALTY PHYSICIAN pay has increased at relatively similar rates over the past three years, maintaining a steady pay difference, according to Kimberly Mobley, a principal with Sullivan, Cotter and Associates, Inc., and the director of the 2001 *Physician Compensation and Productivity Survey*.

Physician pay is always a concern for a doctor ready for a practice change. The 75th percentile, or the amount the top 25 percent of physicians earn, is a target amount for a top-producing physician. In addition, an analysis of the ratio of total cash compensation to the gross charges billed will indicate how much you might earn based on your productivity in your specialty.

Sullivan, Cotter and Associates, Inc., (SCA), is a human resources consulting firm devoted to health-care and physician compensation. The organization published its ninth annual report on physician compensation in November, 2001. The survey was compiled from information obtained from 218 organizations, including hospitals, group practices, and integrated delivery systems representing 18,300 physicians, midlevel providers, PhDs, residents, and medical group executives.

Mobley also says the most common physician supplemental benefits and perquisites as supplemental life insurance, supplemental long-term disability insurance, reimbursement for relocation expenses, and a car phone. ■

COMPENSATION FOR YEAR 2001

From Sullivan, Cotter and Associates, Inc.

Specialty	Total Cash Compensation (TCC)		Ratio of TCC to Gross Charges	TCC per Work Relative Value Units
	MEDIAN	75TH PERCENTILE		
Anesthesiology	\$220,000	\$276,556	.365	\$30.78
Cardiology/Invasive	267,000	372,750	.220	40.00
Dermatology	177,720	245,978	.279	35.55
Emergency Med	203,950	235,006	.448	38.86
Family Practice	136,452	162,559	.398	37.60
General Surgery	214,078	276,727	.299	44.55
Internal Medicine	141,153	175,331	.392	43.17
Ob/Gyn	218,271	263,460	.322	41.10
Orthopaedic Surgery	309,500	416,731	.272	51.10
Pathology	162,820	210,000	.298	46.17
Pediatrics	134,797	162,802	.360	35.22
Psychiatry	132,600	158,175	.510	54.36
Radiology	223,750	262,850	.251	45.13

NOTE: Gross patient charges include all direct professional services provided by the physician and do not include charges for ancillary services or physician extenders. Work Relative Value Units are calculated using the Resource-Based Relative Value Unit scale for all payers. The wRVUs are based on work personally performed by the physician. They do not include: RVUs attributed to physician extenders, technical components for laboratory, radiology and/or other procedures not personally performed by the physician, the practice expense component, or the malpractice expense component.

STARTING SALARIES COMPARED WITH 3-5 YEARS POST RESIDENCY

Specialty	Starting Salary	3 to 5 Years after residency	Percent change
Emergency Medicine	\$190,400	\$215,678	13.3
Family Practice	120,932	144,904	19.8
Dermatology	113,000	186,380	64.9
Internal Medicine	127,500	140,312	10
Obstetrics/Gynecology	152,000	234,768	54.4
Pediatrics	101,750	143,377	40.9
Psychiatry	97,409	131,521	35