



February 2010

## Inpatient Medical Trends

Realizing the many benefits of the popular hospitalist model, physicians and hospitals are implementing this model of care across various specialties. Subspecialty inpatient physicians are typically present around the clock to handle emergency situations and can greatly reduce the amount of time between a consult request and a necessary procedure or treatment. As the healthcare industry seeks more efficient and cost effective models of care, we are sure to see an increase in subspecialty inpatient trends. Below is an overview of the most popular inpatient subspecialists.

### Hospitalists

In 1996, Dr. Bob Wachter coined the term "hospitalist" in the New England Journal of Medicine. Hospitalists are physicians whose primary focus is the general medical care of hospitalized patients. Their activities include patient care, teaching, research, and leadership related to hospital medicine. There are now more than 28,000 hospitalists practicing in the U.S.

### Laborists

The chief role of the laborist is to manage the inpatient care of pregnant women including supervising labor and delivery and the treatment of those hospitalized with complications. Laborists allow traditional OB/GYNs to focus on their office-based patient care.

### Surgicalists

Hospitals are increasingly employing surgicalists (both general and orthopedic) who, much like the traditional hospitalists or laborists, work on site to treat hospital-based patients and often take a large share of emergency cases. This allows private-practice surgeons to concentrate on elective surgery for insured patients, thus removing the pro-bono or underinsured care from their practices. From the hospital's perspective it's an attractive physician alignment strategy and worth the cost – improving patient care and physician relations.

### Intensivists

Trained in critical care, intensivists provide continuous coverage in an ICU. They are skilled at identifying complications and at taking action before conditions worsen. Studies have shown that utilization of intensivists in an ICU lowers mortality rates, reduces cost of care and shortens hospital stays.

### Neurointensivists

Practicing primarily in neuroscience intensive care units, neurointensivists are not only skilled in standard ICU procedures but also have skills in resuscitating the brain. Their primary concern is minimizing brain damage. They are adept at recognizing conditions and situations where the brain is at risk thereby preserving brain function and improving patient outcomes.

### Psychiatric Inpatient Specialists

Psychiatric hospitalist programs help manage large, challenging patient populations and stabilize overworked medical staff. In addition to treating the inpatient psychiatric patients, they are available to meet the need for psychiatric consultations in a general hospital setting.

In summary, these specialty inpatient care programs are designed to not only improve patient care and outcomes but also to solve problems that are familiar to medical hospitalists, including the growing number of emergency department unassigned patients and the shrinking pool of specialists taking call. Equally important is the effect on recruitment efforts when inpatient coverage isn't available. As the

physician shortage looms, hospitals with hospital coverage for these specialties will be more competitive and effective in their recruitment efforts.

For additional information regarding these inpatient subspecialties, please contact us.

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## Top 10 Reasons Candidates Enjoy Working with Recruiters

Over the years many candidates have called or sent us thank you notes expressing their appreciation for helping them find the perfect job. This top 10 list is a compilation of the reasons candidates have enjoyed working with our recruiters.

### **1. Recruiters are often available after normal business hours.**

Candidates call, email and text 24/7. They appreciate being able to reach the recruiter or receiving a call back quickly. The generational difference between newly-graduated providers and more senior providers sometimes dictates how recruiters communicate with candidates. However, a quick response is always essential to ensure questions are answered and information is provided.

### **2. Recruiters assist candidates with CVs and resumés.**

Recruiters read and evaluate CVs and resumes to get to know their candidates better. This process allows recruiters to work with candidates to correct typos, fill in time gaps, and ensure CVs and resumes are up-to-date and include current information. Confusing or questionable items are clarified and corrected before the candidate is presented to the job opportunity. Candidates recognize their CVs or resumés create a first impression and they appreciate our diligence to ensure their information is accurate.

### **3. Recruiters get to know candidates before discussing the job opportunity.**

Many candidates express appreciation for the time invested by a recruiter to learn about their practice, community and geographic preferences before presenting job opportunities for consideration. Recruiters who "recruit for retention" understand the importance of presenting candidates who will likely stay long-term in the community.

### **4. Recruiters know the ins and outs of the practice opportunity and community.**

Experienced recruiters often have long-term relationships with their clients and can provide candidates with excellent background information on the organization, community, and practice opportunity. Candidates also appreciate receiving written descriptions of the opportunities and website addresses so they can access additional information.

### **5. Recruiters communicate regularly with candidates.**

Candidates appreciate knowing when the recruiter has presented their CV for consideration and who will be calling them, being debriefed after telephone interviews and site visits, and when to expect a letter of intent or contract. Some candidates are unsure of the process of finding a practice opportunity in the beginning but are much more comfortable when working with a recruiter who communicates regularly.

### **6. Recruiters help candidates prepare for telephone interviews and site visits.**

Recruiters often prepare candidates and clients alike with questions to ask during telephone interviews and site visits to help determine if the candidate and organization are a good match. Recruiters also ask candidates what they would like to see/do during site visits and convey that information to clients to ensure the time and resources invested will meet the needs of both parties.

### **7. Recruiters are honest with candidates.**

Candidates appreciate accurate and true information about the job opportunity, community, compensation package, and earning potential. Some candidates' prior job search experiences prompt them to compliment the honesty they feel in working with our recruiters.

### **8. Recruiters will sometimes become an advocate for a great candidate.**

There are times recruiters work with candidates who do not perfectly fit a client's ideal candidate specifications. Recruiters sometimes become an advocate for a great candidate who meets some of the

client specifications and may bring additional skills or experience that would enhance a client's organization.

**9. Recruiters assist with contract negotiations.**

One of the most important roles of a recruiter is to communicate a candidate's contract questions and concerns to the client. Candidates often express the ease of discussing legal documents, compensation and benefit packages with the recruiter.

**10. Recruiters in good standing with NAPR or NALTO are professional and ethical.**

Some candidates prefer working with recruiters who are members in good standing of the National Association of Physician Recruiters (NAPR) or the National Association of Locum Tenens Organizations (NALTO) because these organizations have codes of ethics and professional standards of practice. Our membership provides candidates a level of confidence they are working with an ethical and professional search firm and recruiter.

For more information about our recruitment services, please contact us.

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## Have You Considered Locum Tenens Advanced Practitioners?

With the ongoing reports of the country's physician shortage, increased requests from hospitals and medical groups to augment their medical staff will affect the number of physicians in the locum tenens pool. As this number continues to decline, don't rule out the option of Physician Assistants or Nurse Practitioners providing locum tenens coverage.

The American Academy of Physician Assistants (AAPA) reports over 79,000 Physician Assistants in the country. And, according to the American Academy of Nurse practitioners, there are 125,000 Nurse Practitioners in practice. Although most have permanent positions, many prefer temporary assignments.

Should you decide to use locum tenens Advanced Practitioners during a staffing shortage, it is important to contact your State Board of Nursing or State Board of Medical Examiners to determine the protocol that must be followed. State rules and regulations will vary in two main areas:

- *Can a Physician Assistant or Nurse Practitioner work independently or is it necessary to have a supervising physician?*  
Obtaining the designation of supervising physician may prolong the process so consider the time involved in the added paperwork.
- *Does your state issue a locum tenens license or is it necessary for the provider to already be licensed in your state?*  
If a locum license is issued, be sure to note how long it is valid and if it can be renewed. A quick phone call can answer these questions.

With the flu season upon us, consider Advanced Practitioners for locum tenens coverage. They are able to perform history and physicals, diagnose illnesses, order lab tests, prescribe medications, and assist with patient education. This enables the physician to care for patients with more complex illnesses.

For more information about Advanced Practitioner locum tenens services, please contact us.

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## Compensation Corner:

### Urgent Care

2009 National Mean \$225,000

By Geographic Region:

East \$207,000

West	\$248,000
South	\$214,000
Midwest	\$216,000

### **Hematology/Oncology**

2009 National Mean \$401,000

By Geographic Region:

East	\$364,000
West	\$419,000
South	\$420,000
Midwest	\$417,000

### **Vascular Surgery**

2009 National Mean \$397,000

By Geographic Region:

East	\$382,000
West	\$395,000
South	\$428,000
Midwest	\$394,000

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