

2006

LocumTenens.com

compensation and employment survey

ORTHOPEDIC SURGERY

The Survey

LocumTenens.com conducted its *Annual Physician Compensation and Employment Survey* in the early summer of 2006. Survey respondents represent physicians who practice on a locum tenens basis as well as those with permanent salaries. This report includes compensation and employment statistics for the field of orthopedic surgery including:

- ♦ National annual compensation ranges
- ♦ Sources for finding jobs
- ♦ Time frame for making next job change
- ♦ Influencing factors for seeking a job change
- ♦ Discussion topics for interviews
- ♦ Insights and remarks about the practice of medicine today

Demographics for survey respondents include:

- ♦ Board status
- ♦ Gender
- ♦ Years in practice



"Quality of life is a combination of compensation, flexibility of schedule, amount of time spent at the hospital, the work environment and the area in which one lives. All of these things must be factored in. One aspect alone would not be decisive."

Frustrations with the current system

This survey showed that one of the biggest frustrations with medicine, across all specialties, is that the clinical practice of medicine is controlled by the business aspects. Respondents believe that in the current system, health care decisions are often placed in the wrong hands. Administrators, drug companies, the government and even patients influence too much of the care that is provided, giving the physician less control than ever before.

About LocumTenens.com

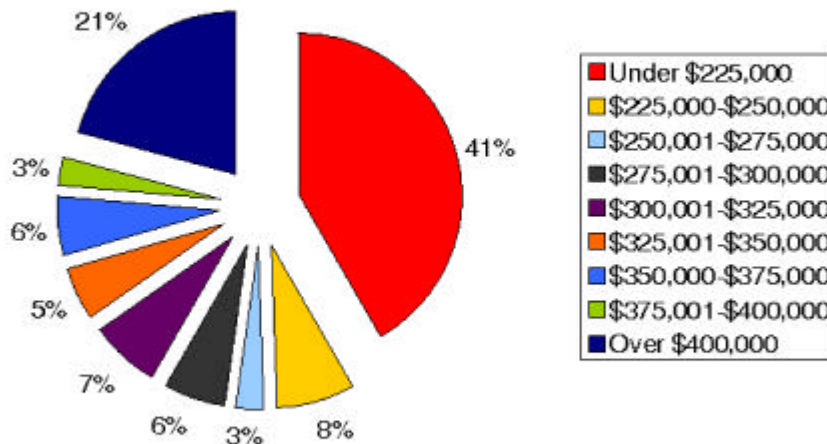


Founded in 1995, LocumTenens.com is a full-service physician recruiting firm specializing in supplemental placement of anesthesiologists, radiologists, psychiatrists, surgeons and CRNAs (certified registered nurse anesthetists) with U.S. hospitals, medical groups and community health centers. LocumTenens.com is part of the Jackson Healthcare Solutions family of companies.

In addition to full-service recruiting assistance, LocumTenens.com operates a free job board at www.LocumTenens.com which currently has more than 2000 orthopedic surgery opportunities posted.

AVERAGE ANNUAL COMPENSATION

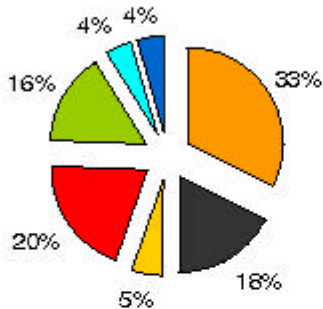
Orthopedic Surgery



The salary range for Orthopedic Surgeons is wide, with 41% making under \$225,000 and 21% making over \$400,000

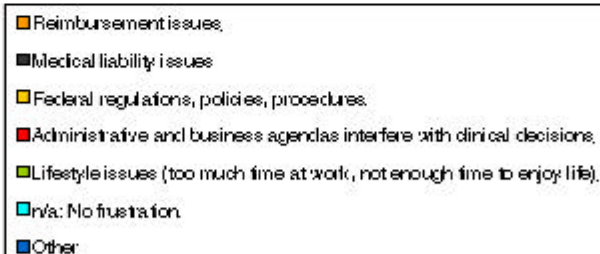
In addition to an annual salary, 31% of respondents received a bonus of \$20,000 or more

What frustrates you most about the practice of medicine today?

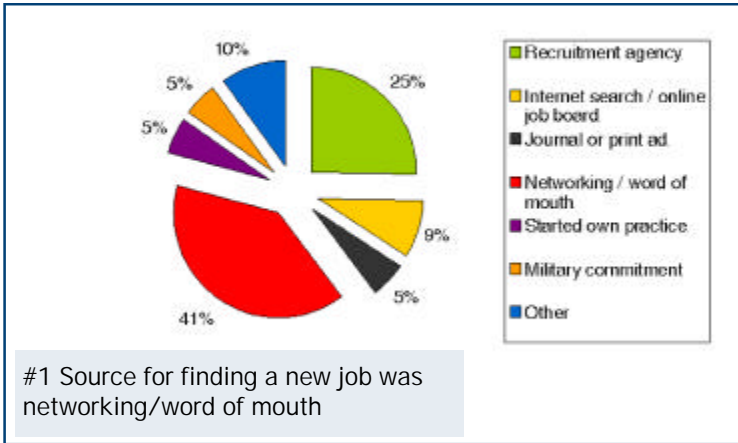


The top three frustrations are:

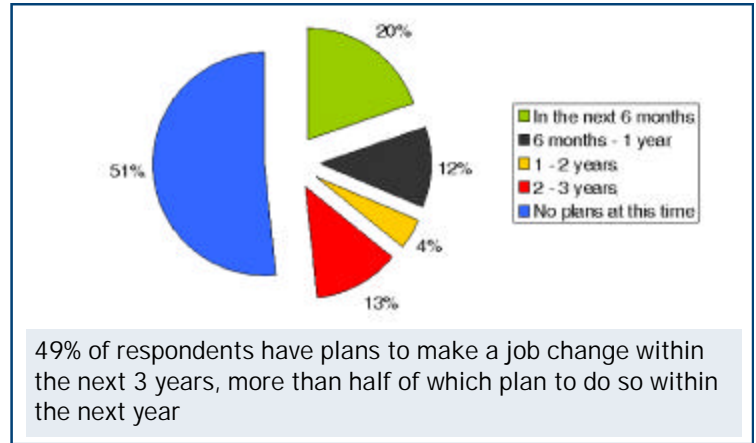
- #1: Reimbursement issues
- #2: Administrative and business agendas interfere with clinical decisions
- #3: Medical liability issues



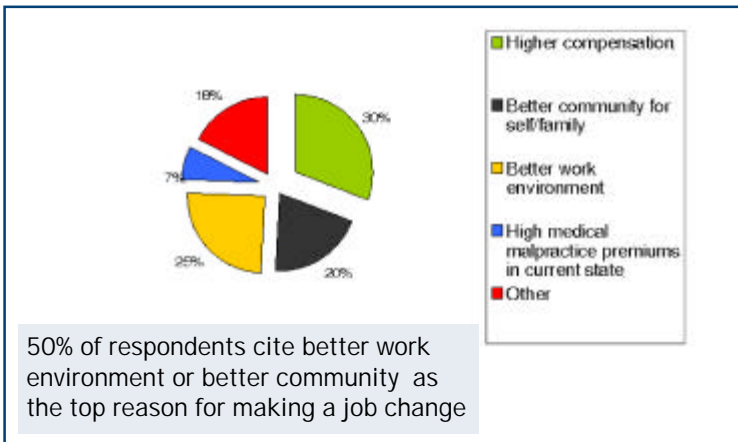
Source for finding current job



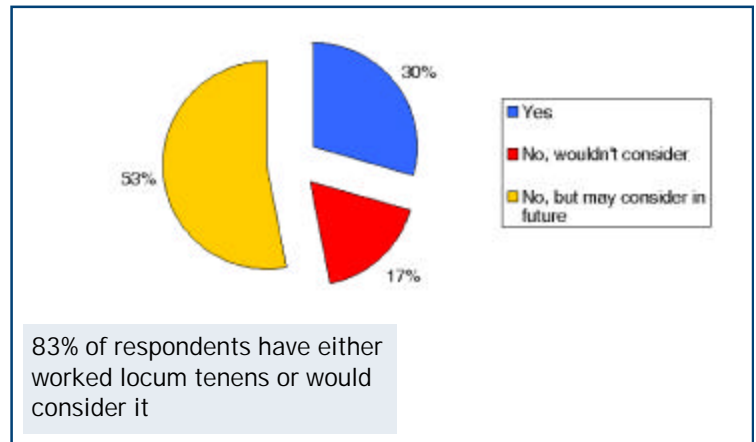
Time frame for making next job change



Top reason for making a job change



Worked as a locum tenens provider?



Demographics of survey respondents

AT A GLANCE:

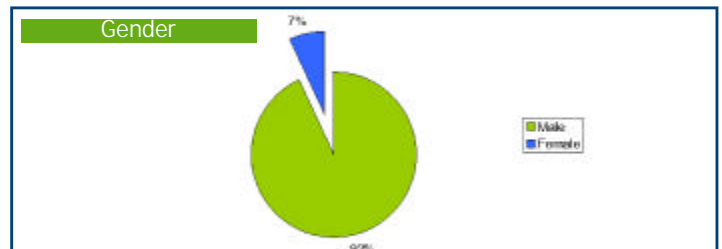
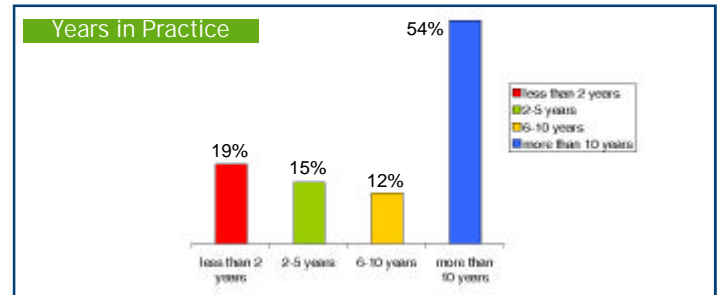
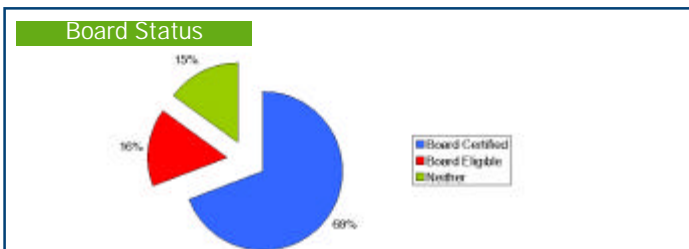
Survey respondents were:

69% Board Certified, 16% Board Eligible

93% Male, 7% female

54% have been practicing for more than 10 years

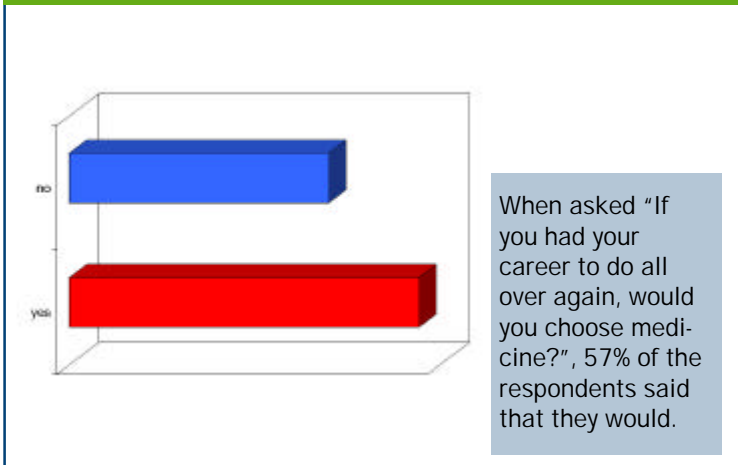
Permanent and Locum Tenens



During the interview process, orthopedic surgeons are most interested in learning about the following:

- ♦ Interaction among staff -- clinical and other
- ♦ Hours, including night and weekend call, volume of cases after 3 pm, day after call off?
- ♦ Day-to-day work environment
- ♦ Financial stability of group and relationship with hospital
- ♦ Staff turnover rate, why did others leave the practice? Retention record for facility or practice?
- ♦ Payor mix
- ♦ Community features, leisure and lifestyle -- quality of schools, affordability of housing
- ♦ How active is the ER? Are they a trauma center? What designation?
- ♦ Case mix, volume of cases
- ♦ Equipment at facility
- ♦ Quality of billing department
- ♦ Flexibility

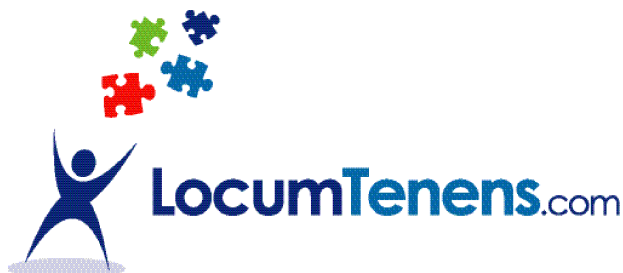
Choose medicine again?



Compared to other specialties:

When asked if they would choose medicine again, here's how the other specialists' opinions compared:

	yes	no
General Surgery:	69%	31%
Psychiatry	77%	23%
Radiology	70%	30%
Anesthesiology	67%	33%
Pediatrics	70%	30%
Obstetrics/Gyn	56%	44%
Internal Medicine	70%	30%



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If you could change one thing about the practice of medicine, what would it be?

"I would change the method of financing healthcare in the U.S. from the current hodgepodge to a single payor system."

"The way we get paid."

"More doctors, less work hours."

"To always have a choice about how hard or not hard one is willing to work. Most hospital-based practices have little time flexibility."

"Less business, more medicine."

"I would return the decision to care for the patient back to the physician and not the insurance company."

More than 14 percent of Americans lacked health insurance in 2005

--National Center for Health Statistics