

In the Know

Provider Coverage Questions

QUESTION: Typically, what are occupational health providers paid to take after hours calls on weekends and to be available to come in within 20 minutes?

Here is the feedback from NAOHP programs across the country:

- A call is \$3.50 per hour, and if they have to come in, they receive minimum four hours at their hourly rate.
- We typically pay our providers (NP level) \$75 per phone call, and if they would have to go in, its \$150 per hour.
- We only utilize our exempt providers, so we do not pay extra for them to take the calls. They are rotated each month.
- Holidays and Sundays are \$250 plus an additional \$100 for each patient that is seen. Week nights is \$175.00/night plus \$100 per patient that is seen.

According to Becker's Hospital Review, on-call rates for physicians vary depending on specialty. The data comes from the MGMA Medical Directorship

and On-Call Compensation Survey: 2013 Report Based on 2012 Data. Here are seven statistics on physician on-call compensation based on the report.

- The lowest median for daily on-call compensation was \$75.
- The highest median for daily on-call compensation was \$2,400.
- Roughly 35% of physicians receives on-call pay through daily stipends.
- About 12% of physicians receives annual stipends.
- Hourly stipends make up 7% of physician on-call compensation payments.
- Physicians in surgical specialties earn \$1,000 per day in median on-call compensation.
- Primary care physicians earn \$150 per day in median on-call pay.

Medical economics is a rapidly changing field. In 2016, 25% of doctors worked in solo practices, compared to 17% today. Doctors are flocking to employment in droves, but with that steady paycheck also come some cutbacks

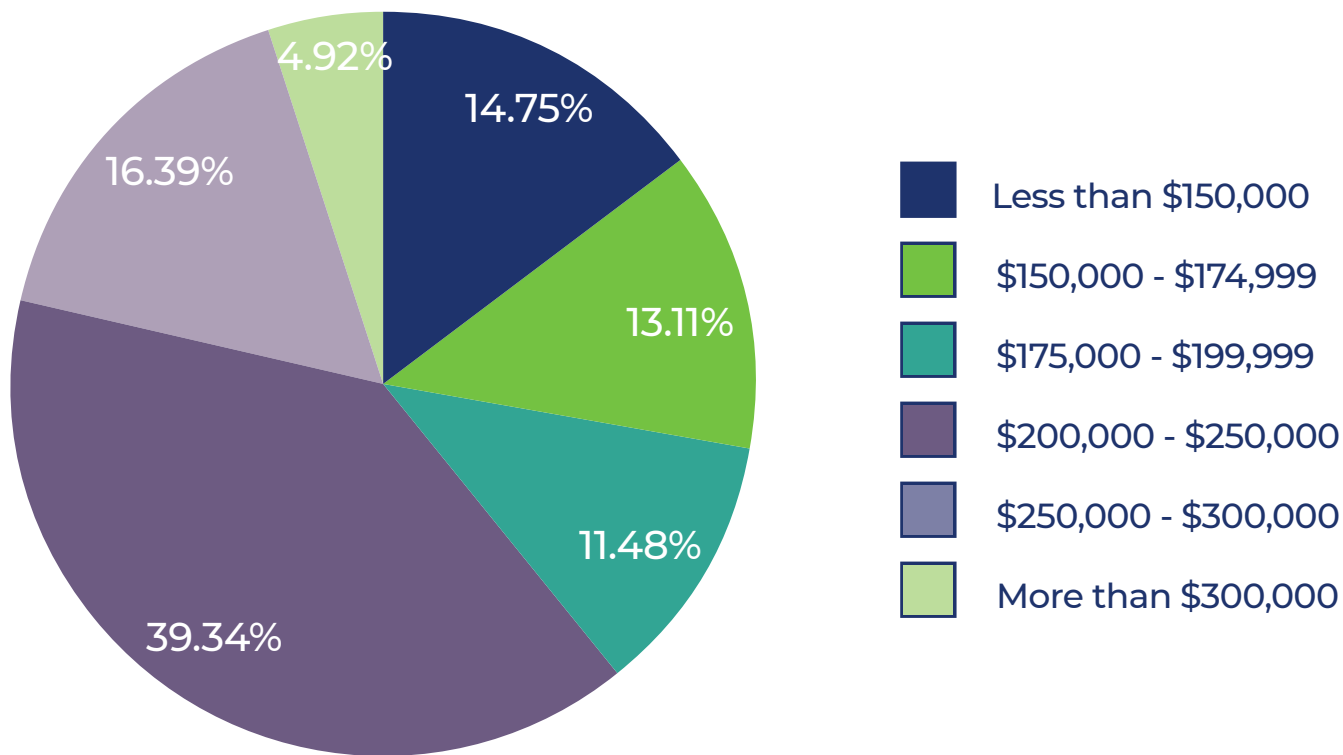
in other physician perks. About 60% of hospitals still offer doctors on-call pay, but an increasingly large number of hospitals are avoiding on-call pay.

QUESTION: What is customary pay range of occupational health physicians?

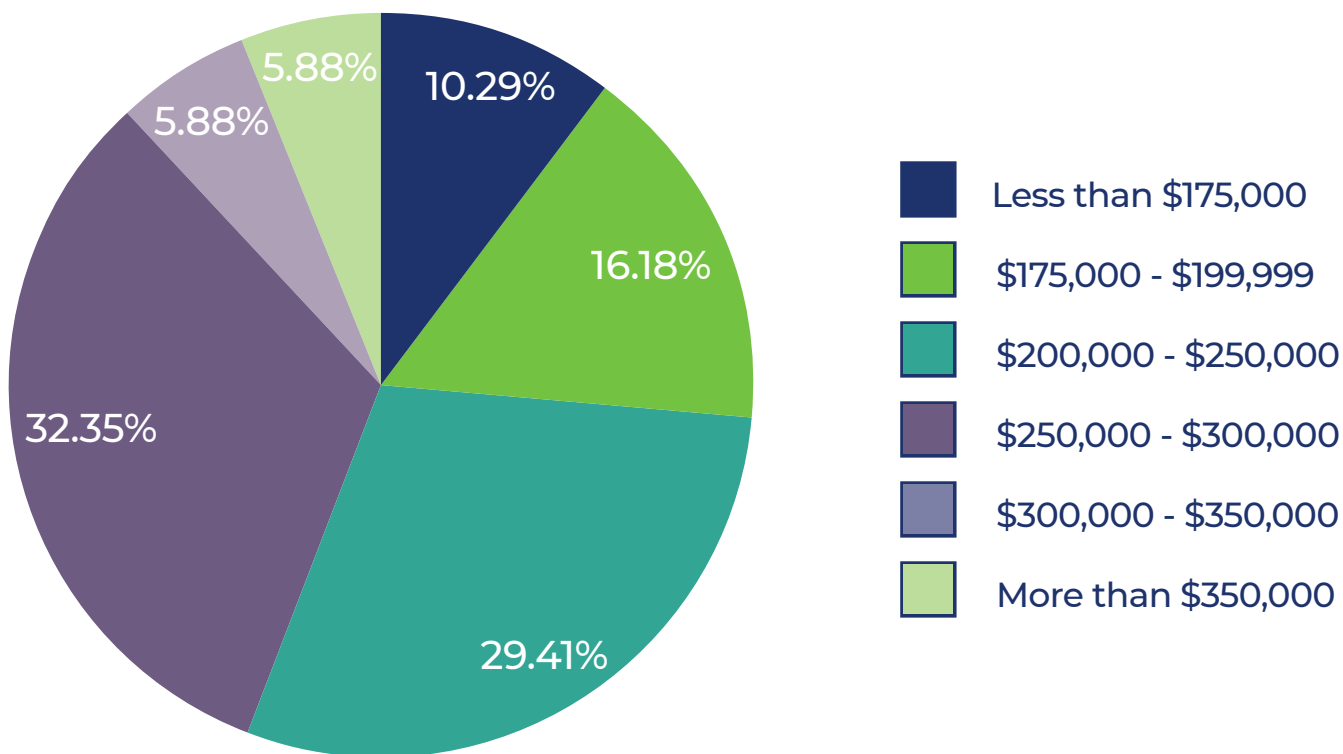
According to Salary.com and as of May 15, 2019, the average annual pay for an occupational medicine physician in the United States is \$193,941 a year, but the range typically falls between \$188,049 and \$254,052. Salary ranges can vary widely depending on many important factors, including education, certifications, additional skills, and the number of years you have spent in the profession.

While ZipRecruiter is seeing annual salaries as high as \$230,000 and as low as \$109,000, the majority of occupational medicine physician salaries currently range between \$192,500 (25th percentile) to \$209,500 (75th percentile) across the United States. On the next page are the results of the NAOHP 2017 Benchmarking Survey relating to staff physician's and medical director's total compensations. ◀

AVERAGE STAFF PHYSICIAN COMPENSATION (SALARY PLUS INCENTIVES)



MEDICAL DIRECTOR COMPENSATION (SALARY PLUS INCENTIVES)



Results from NAOHP 2017 Benchmarking Survey