LocumTenens.com conducted its Annual Compensation and Employment Survey in the spring of 2012. Survey respondents represent physicians who practice on a locum tenens basis as well as those with permanent salaries.

This year’s Your Voice Matters section focuses on accountable or value-based care. We asked physicians to share their preferences and opinions on the subject.

This report includes compensation and employment statistics for the field of primary care.

Respondent Demographics:

By region:
- Northeast
- Southeast
- Midwest
- Southwest
- West

By years in practice:
- 5 or less years
- 6-12 years
- 13-20 years
- 21-30 years
- more than 30 years

By employment status:
- salaried
- solo-practice, owner or partner
- locum tenens or independent contractor exclusively
- retired
- resident/fellow
- other

By next job change:
- in the next 6 months
- 6 months - 1 year
- 1-2 years
- 2-3 years
- no plans at this time

Average annual primary care physician salary:
- Pediatrics: $136,235
- Internal Med.: $193,622
- Hospitalist: $250,222
- Fam. Practice: $216,667

* Compensation includes salary and bonuses only. Respondents who selected part-time, locum tenens, contractor exclusively, retired, or resident/fellow are not included.
As part of our compensation and employment survey, we report our findings on a selected topic of interest. Hospitals and health systems are rolling out accountable care pilots across the country. These new payment models require a tremendous amount of physician involvement and cooperation, below are primary care physician preferences and opinions on accountable care.

We asked primary care physicians to rate their familiarity with the following terms:

- **value-based or accountable care**
- **bundled payments**
- **pay-for-performance**
- **shared savings arrangements**

![Graph of average familiarity score](image)

(1= very unfamiliar, 5= very familiar)

Primary care physicians rated their comfort level if asked to participate in one of the following new payment models:

- **bundled payments**
- **bundled payments with risk protection**
- **pay-for-performance**
- **shared savings arrangements**

![Graph of average comfort level score](image)

(1= very uncomfortable, 5= very comfortable)

Preferred payment model:

- **Pay-for-Performance**: 31%
- **bundled payments**: 14%
- **shared savings arrangements**: 5%
- **other**: 50%

Of the payment models evaluated, primary care physicians most preferred to participate in the Pay-for-Performance model.

Preferred payers in an accountable care arrangement:

- **Medicare**: 31%
- **Medicaid**: 30%
- **commercial insurers**: 24%
- **other**: 2%

What bonus percentage would you expect in order to be willing to participate in an accountable or value-based care payment arrangement? **24%**

What percentage of your income would you be willing to risk in exchange for the potential for the bonus listed above? **15%**

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**About LocumTenens.com**

LocumTenens.com is a full-service physician staffing firm serving physicians, CRNAs, NPs and PAs searching for locum tenens and permanent job opportunities, as well as healthcare facilities looking to solve employment shortages. Experienced recruiters focus on the following high-demand specialty areas: anesthesia, emergency medicine, obstetrics and gynecology, neurology, psychiatry, primary care (internal medicine, family practice, pediatrics and hospitalists), radiology, urology, surgery and most surgical sub-specialties. The operator of the largest internet job board for the locum tenens industry, LocumTenens.com provides job-seeking providers direct access to thousands of jobs, in all specialties, posted directly by facilities and agencies nationwide. Whether you want to work with an agency recruiter, or conduct your own online search, LocumTenens.com is obsessively dedicated to assisting with your search.