

Given the lack of published market data specific to surgicalist market practices, Gallagher conducted the **2024 Surgicalist Pulse Survey** to provide a reference for organizations seeking guidance on market trends. The data collected includes staffing practices, clinical hours requirements, and compensation trends. This report includes 57 national healthcare organizations ranging from small rural organizations to multi-hospital health systems.

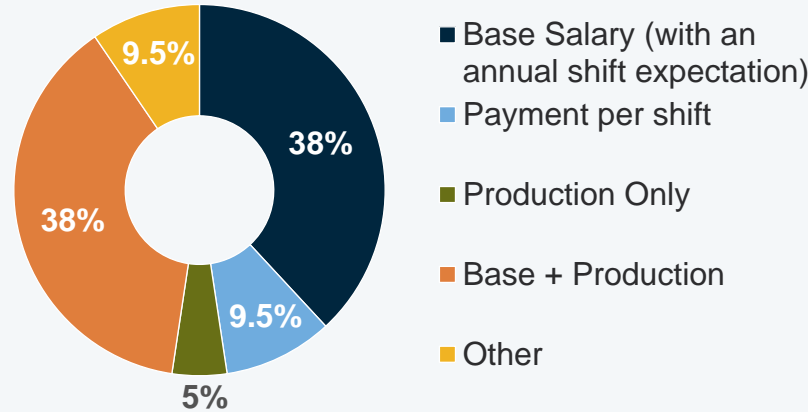
Surgicalist Market Norms

Staffing Practices

Respondents reported having a total of **1 to 6 hospitals within their organization**. Out of the total number of hospitals, **organizations utilize surgicalists in 1 to 4 of their hospital locations** to perform surgical procedures on an as needed basis, typically covering unassigned or emergent general surgery cases.

Respondents also reported that they typically do not have surgicalists in all their hospital locations due to low volume of patients and lack of coverage needs.

What type of compensation model do you utilize for your surgicalists?

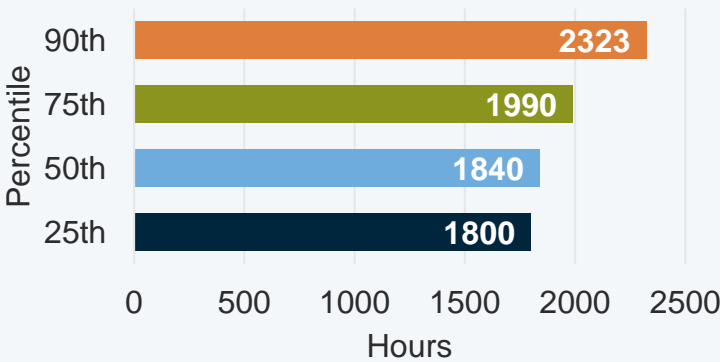


Clinical Hours Requirements

Participating organizations reported that the median annual clinical hours requirement (excluding PTO) for employed/contracted 1.0 FTE surgicalists is:

1,840 Hours

Annual clinical hour requirement (Excluding PTO):



Based on pulse survey results, surgicalists’ annual shift requirements are summarized in the table below:

	Surgicalists Shifts			
	P25	P50	P75	P90
Length of on-site shift (hours)	8	10	12	24
Annual shift requirement	106	144	181	214

- Organizations reporting shorter lengths of on-site shifts for surgicalists typically report a higher annual shift requirement.
- Day and night shift requirements may differ.

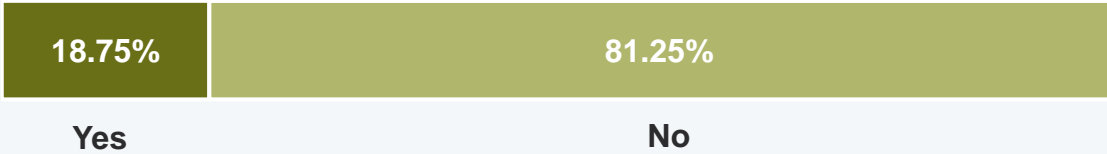
Surgicalists vs General Surgeons

Survey responses regarding average W-2 compensation for full-time surgicalists and general surgeons are summarized in the table below:

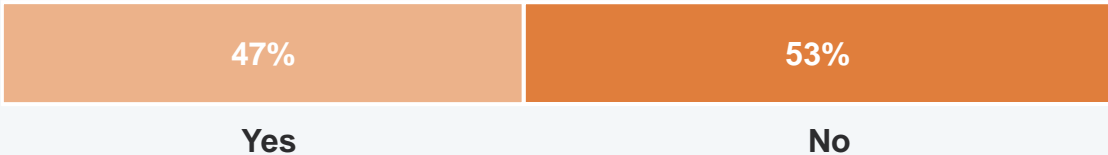
	Average W-2 Compensation			
	P25	P50	P75	P90
Surgicalists	\$440,000	\$460,000	\$550,000	\$605,400
General Surgeons	\$492,500	\$573,500	\$606,250	\$748,300

- Participating organizations reported that the average W-2 compensation for surgicalists in comparison to general surgeons is **10% to 20% less**.

Given the organization employs/contracts surgicalists, do you reduce the base salary or lower the conversion factor for your employed general surgeons doing elective work?



For hospitals that utilize surgicalists, do your employed general surgeons provide unassigned ED call?



- General Surgeons are providing **3-6 call days** at facilities that utilize surgicalists. Typically, there is a reduction in general surgeon’s call burden in facilities that do utilize surgicalists compared to those that do not.

Questions? Contact Cathy Kibbe, Director, Physician & APP Compensation and Valuation, Cathy_Kibbe@ajg.com