

2023 Anesthesia Compensation Pulse Survey



Given the lack of published data specific to the anesthesia physician market and operational practices, Gallagher conducted a pulse survey to provide a reference for organizations seeking guidance around market trends. This report includes responses from 50 healthcare organizations in the U.S. and represents more than 1,400 anesthesiology physicians.

Organization Demographics

- **82%** of participating organizations included hospitals and health systems.
- The number of hospitals covered generally ranged from **1-8** for both employed and independently contracted
- In general, the number of anesthesia physicians an organization employs can vary greatly
- The OR utilization rate range is below:

Percentile	25 th	50 th	75 th	90 th
OR Utilization Rate	57.5%	72.0%	78.0%	83.8%

Anesthesia Premiums & On-Call Norms

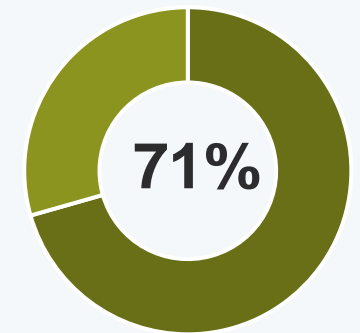
Do you offer premiums for subspecialties of anesthesia?



For organizations that pay premiums, the premiums generally ranged from **5% to 10%**

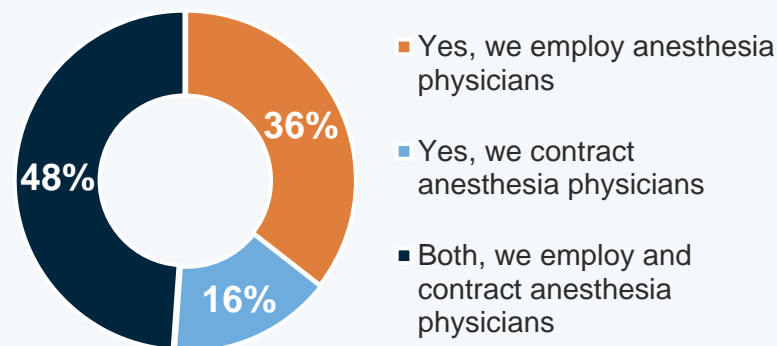
Unrestricted Call Requirement

- **71%** of organizations require their employed anesthesia physicians to provide unrestricted call coverage.
- Call requirements generally ranged from **5 to 10 days per month**.
- Some organizations may include subspecialty call in addition to general call, such as **cardiovascular and OB**



Employed vs Independent

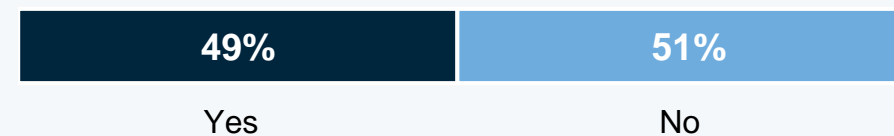
Do you employ or contract with independent groups to provide anesthesia coverage?



The survey found that the majority of employed (84%) and contracted (85%) physicians supervise CRNAs. **The staffing ratio of FTE CRNAs to FTE physicians typically ranges between 2-4 for both employed and contracted physicians.**

Trends in Annual Physician Hours

Do your anesthesia physician contracts specify an annual hours requirement? (employed only)



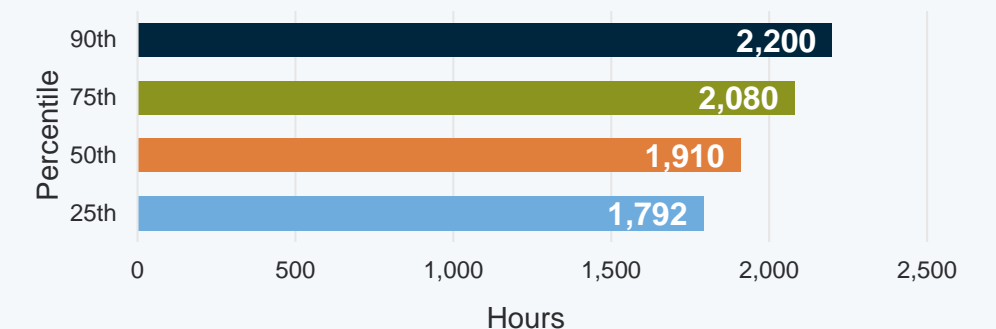
For organizations that specified an annual hours requirement:

- **83%** of organizations do not change their hours requirement with tenure or experience
- **93%** of organizations keep their clinical hours requirements consistent across locations
- **50%** of organizations include time for restricted call coverage in their annual hours requirement

Based on the results of the pulse survey, the median surveyed anesthesia hours base salary requirement per FTE is

1,910 hours

Annual required physician hours excluding PTO (employed & independent)



The hours above included restricted hours for some of the organizations. Not all organizations require restricted hours. In general, the annual hours requirements for employed and independent physicians are aligned at each percentile.

Have questions or want to discuss anesthesiology compensation further? Contact Pete Mitchell, Managing Principal, at pete_mitchell@ajg.com