2015 Physician Survey Results

Danielle Weiss, MPH
Health Professions Data Center Manager
Rural Health and Primary Care
The Board of Medicine (BOM) processes renewals for approximately 50% of NH-licensed physicians on odd years and 50% on even years.

The electronic, Physician Licensure Survey was accessible to physicians due to renew their medical license during the 2015 NH Board of Medicine license renewal cycle (March-June 30, 2015).

Although it was believed that – through an Administrative Rules change - the Survey would be a required component of license renewal before the cycle closed, the BOM learned the mandate would require legislation, so the survey remained voluntary.
Workforce capacity can be summarized by provider (head count), practice site, or hours/Full-Time Equivalent.

Instead of physician count, number of practice sites was used as the denominator for practice setting data elements.

Physician count was mostly used for descriptive data (i.e. physician characteristics) such as demographics, education/training, and NH ties.

Similarly, in specialty analyses, FTE is used to estimate true capacity instead of reported specialty count.
Limitations

The data collected is self reported. Data was not cross-checked with an alternative source to determine validity.

Administrative involvement may have impacted results by hospital system/practice administrator facilitation with survey completion.

Follow-up was conducted to increase survey participation.

Due to the voluntary status of the survey and administrative involvement, data results may not be representative of physician practice in NH.
Definitions

FTE - Full-Time Equivalent – Ratio of the number of hours worked per week to full-time hours (i.e. 40)
   - 1 FTE represents 40 hours of work per week

PHN - Public Health Network Region – 13 regions used for public health planning and the delivery of select public health services.

SFS - Sliding Fee Scale - Sliding fee scales provide percentage discounts off of fees given to eligible patients based on their income and family size relative to the federal poverty level. These scales are established to ensure that a non-discriminatory, uniform, and reasonable charge is consistently and evenly applied. This does not include standard discounted rates for everyone set by the facility or negotiated reductions granted on a case by case basis. There must be a sliding fee schedule posted in the waiting room.
2,564 (80.5%) of the 3,187 physicians due to renew their NH license completed the NH Physician Licensure Survey.

This represents about 40% of the total NH-licensed physician population.

Of these 2,564 physicians, 1,751 (68.3%) reported working full time/part time in NH or as a locum tenens at a NH site for one year or longer, indicating active practice status.

2,404 practice sites were reported by physicians.
Demographics

Key Findings

- Over a quarter of active physicians were 60+ years old.
- Compared to the resident population, Asians were over-represented and African Americans/Blacks were under-represented in the physician population.\(^1\)
- The majority of physicians did not speak a language other than English in clinical practice.
Active Physicians by Sex (N=1,751)

- Male: 32.2%
- Female: 67.8%
Active Physicians by Age Bracket (N=1,751)

Median/Mean = 51
## Race/Ethnicity (N=1,726)

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Total</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic/Latino</td>
<td>41</td>
<td>2.4%</td>
</tr>
<tr>
<td>White, Alone (not Hispanic)</td>
<td>1,454</td>
<td>84.2%</td>
</tr>
<tr>
<td>African American/Black, Alone</td>
<td>11</td>
<td>0.6%</td>
</tr>
<tr>
<td>American Indian and Alaska Native, Alone</td>
<td>6</td>
<td>0.3%</td>
</tr>
<tr>
<td>Asian, Alone</td>
<td>194</td>
<td>11.2%</td>
</tr>
<tr>
<td>Native Hawaiian and Other Pacific Islander, Alone</td>
<td>2</td>
<td>0.1%</td>
</tr>
<tr>
<td>2 or more Races</td>
<td>21</td>
<td>1.2%</td>
</tr>
</tbody>
</table>
Language other than English used in Clinical Practice (1,751)

- Yes: 84.1%
- No: 15.9%
Languages used in Clinical Practice (n=278)

- Spanish: 111
- Other: 74
- French: 61
- Hindi: 36
- German: 20
- Arabic: 17
- Chinese: 12
- Russian: 10
- Portugese: 8
- Italian: 4
- Greek: 1

Note: “Other” is mostly comprised of South/Southeast Asian and Slavic languages. No physician reported to use sign language in clinical practice.
Over 40% of physicians worked less than 30 hours per week. Almost half (45%) of those worked 10 hours or less per week.

Physician age and hours worked have a strong, inverse relationship. Physicians 60+ were more likely to work less than 30 hours per week than physicians under 40 (p<.001).

4 of the 7 primary care specialties are in the top 10 most practiced specialties.

Geriatric medicine is severely underrepresented both in specialty count and FTE total.
Hours Worked (N=1,751)

- Less than 30 Hours: 717
  - 21-29 Hours: 153
  - 11-20 Hours: 320
  - Less than 11 Hours: 362
- 30-39 Hours: 672
- 40+ Hours: 244

Legend:
- Light purple: 21-29 Hours
- Pink: 11-20 Hours
- Dark purple: Less than 11 Hours

NH Division of Public Health Services
Department of Health & Human Services

Improving health, preventing disease, reducing costs for all
Hours Worked by Age Bracket (n=585)

- **Under 30 Hours**
  - <40: 83
  - 60+: 225

- **40+ Hours**
  - <40: 139
  - 60+: 138

The chart shows the distribution of hours worked by age bracket, with a higher number of hours worked by individuals aged 60+ compared to those under 30.
<table>
<thead>
<tr>
<th>Specialty</th>
<th>Count</th>
<th>Specialty</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family Medicine/General Practice</td>
<td>227</td>
<td>Urology</td>
<td>25</td>
</tr>
<tr>
<td>Internal Medicine (General)</td>
<td>205</td>
<td>Otolaryngology</td>
<td>23</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>125</td>
<td>Physical Med. and Rehab.</td>
<td>20</td>
</tr>
<tr>
<td>Hospital Medicine (Hospitalist)</td>
<td>114</td>
<td>Rheumatology</td>
<td>20</td>
</tr>
<tr>
<td>Pediatrics (General)</td>
<td>114</td>
<td>Allergy and Immunology</td>
<td>19</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>90</td>
<td>Child Psychiatry</td>
<td>19</td>
</tr>
<tr>
<td>Radiology</td>
<td>88</td>
<td>Nephrology</td>
<td>19</td>
</tr>
<tr>
<td>Anesthesiology</td>
<td>87</td>
<td>Vascular Surgery</td>
<td>17</td>
</tr>
<tr>
<td>Orthopedic Surgery</td>
<td>86</td>
<td>Occupational Medicine</td>
<td>16</td>
</tr>
<tr>
<td>Obstetrics and Gynecology</td>
<td>72</td>
<td>Plastic Surgery</td>
<td>16</td>
</tr>
<tr>
<td>Cardiology</td>
<td>65</td>
<td>Endocrinology</td>
<td>15</td>
</tr>
<tr>
<td>Surgery (General)</td>
<td>55</td>
<td>Preventive Medicine/Public Health</td>
<td>15</td>
</tr>
<tr>
<td>Pediatric Subspecialties</td>
<td>50</td>
<td>Gynecology Only</td>
<td>13</td>
</tr>
<tr>
<td>Pathology</td>
<td>46</td>
<td>Adolescent Medicine</td>
<td>12</td>
</tr>
<tr>
<td>Neurology</td>
<td>42</td>
<td>Other Surgical Specialties</td>
<td>12</td>
</tr>
<tr>
<td>Hematology and Oncology</td>
<td>38</td>
<td>Infectious Disease</td>
<td>11</td>
</tr>
<tr>
<td>Critical Care Medicine</td>
<td>37</td>
<td>Radiation Oncology</td>
<td>10</td>
</tr>
<tr>
<td>Ophthalmology</td>
<td>36</td>
<td>Colon and Rectal Surgery</td>
<td>7</td>
</tr>
<tr>
<td>Geriatric Medicine</td>
<td>35</td>
<td>Thoracic Surgery</td>
<td>7</td>
</tr>
<tr>
<td>Dermatology</td>
<td>30</td>
<td>Neurologic Surgery</td>
<td>6</td>
</tr>
<tr>
<td>Gastroenterology</td>
<td>29</td>
<td>Gynecologic Oncology</td>
<td>3</td>
</tr>
<tr>
<td>Pulmonology</td>
<td>27</td>
<td>Pediatric Surgery</td>
<td>2</td>
</tr>
</tbody>
</table>

Includes primary, secondary and tertiary specialties.
## 20 Most Practiced Specialties by FTE

<table>
<thead>
<tr>
<th>Specialty</th>
<th>FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family Medicine/General Practice</td>
<td>182.8</td>
</tr>
<tr>
<td>Internal Medicine (General)</td>
<td>118.3</td>
</tr>
<tr>
<td>Hospital Medicine (Hospitalist)</td>
<td>91.1</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>87.4</td>
</tr>
<tr>
<td>Anesthesiology</td>
<td>83.2</td>
</tr>
<tr>
<td>Pediatrics (General)</td>
<td>81.0</td>
</tr>
<tr>
<td>Orthopedic Surgery</td>
<td>68.5</td>
</tr>
<tr>
<td>Radiology</td>
<td>61.8</td>
</tr>
<tr>
<td>Obstetrics and Gynecology</td>
<td>58.0</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>53.6</td>
</tr>
<tr>
<td>Cardiology</td>
<td>50.6</td>
</tr>
<tr>
<td>Surgery (General)</td>
<td>45.6</td>
</tr>
<tr>
<td>Pathology</td>
<td>27.7</td>
</tr>
<tr>
<td>Neurology</td>
<td>27.5</td>
</tr>
<tr>
<td>Ophthalmology</td>
<td>25.7</td>
</tr>
<tr>
<td>Pediatric Subspecialties</td>
<td>25.0</td>
</tr>
<tr>
<td>Urology</td>
<td>24.1</td>
</tr>
<tr>
<td>Hematology and Oncology</td>
<td>23.9</td>
</tr>
<tr>
<td>Dermatology</td>
<td>21.8</td>
</tr>
<tr>
<td>Gastroenterology</td>
<td>21.7</td>
</tr>
</tbody>
</table>

1 FTE = 40 hours
Count of Primary Care v. Specialty Care Percentage of Primary Care Specialties Practiced (N=1,748)

- Other Specialties: 67.5%
- Primary Care Specialties: 32.5%

- Family Medicine/General Practice: 12.4%
- Internal Medicine (General): 8.6%
- Pediatrics (General): 5.9%
- Obstetrics and Gynecology: 3.9%
- Geriatric Medicine: 12.4%
- Gynecology Only: 0.9%
- Adolescent Medicine: 0.7%
- Other Specialties: 0.1%
While the resident population ranked 12th of 13, Upper Valley Public Health Network’s (PHN) FTE count ranked highest among the PHN Regions.\(^2\)

- Dartmouth-Hitchcock, one of the largest healthcare systems in NH, is located within this PHN.

A very small percentage of physicians (<7%) worked outside a hospital or outpatient setting.
FTE Distribution by PHN Region, All Specialties

Refer to slide #5 for a definition of Public Health Network (PHN).
Work Setting (n=2,395)

Other includes extended/institutional care only, corporate/educational institution or Veterans Administration (VA), substance abuse treatment centers, non-traditional settings, rehabilitation facilities, state/federal prison clinics, city/county correctional facilities, and other.
Hospital Ownership of Outpatient Practices (n=1,289)

- 54.2% Hospital owned
- 45.8% Independent
The majority of outpatient practices had Medicaid acceptance, a Sliding Fee Scale (SFS) or both policies available to patients.

Over 20% of outpatient practices had a wait time of over 2 weeks for established patients. This is only slightly lower (~17%) for primary care.

The percentage increased to 35% for new patients in all specialties and in primary care.

3 of the 5 specialties with the highest wait times were also the most practiced specialties (#1, #2, #6).

All 5 were in the top 20
Medicaid Acceptance in Outpatient Setting (n=1,233)

- Yes: 88.8%
- No: 11.2%
SFS Policy in Outpatient Setting (n=1,233)

Refer to slide #5 for a definition of Sliding Fee Scale (SFS).
SFS and Medicaid Integration Payment Policy in Outpatient Setting (n=1,233)

- Medicaid only: 58.5%
- SFS only: 30.3%
- Both: 9.8%
- Neither: 1.4%
Average Wait Time for Established Patients in Outpatient Settings (n=1,109)

- 1-3 days: 33.4%
- 4-7 days: 27.8%
- 8-14 days: 18.1%
- >2 weeks: 6.2%
- 1+ month: 8.7%
- 2+ months: 3.2%
- 3+ months: 2.7%

NH DIVISION OF Public Health Services
Improving health, preventing disease, reducing costs for all
Department of Health & Human Services
Average Wait Time for Routine Primary Care Appointments, Established Patients (n=458)

- 1-3 days: 45.0%
- 4-7 days: 24.6%
- 8-14 days: 12.9%
- >2 weeks: 5.2%
- 1+ month: 6.9%
- 2+ months: 3.7%
- 3+ months: 1.7%
### Top 5 Specialties with Wait Times for an Established Patient Averaging 30 Days or Longer

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Average Wait (Days)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pediatrics (General)</td>
<td>70</td>
</tr>
<tr>
<td>Dermatology</td>
<td>57</td>
</tr>
<tr>
<td>Pediatric Subspecialties</td>
<td>56</td>
</tr>
<tr>
<td>Internal Medicine (General)</td>
<td>48</td>
</tr>
<tr>
<td>Family Medicine/General Practice</td>
<td>45</td>
</tr>
</tbody>
</table>
New Patient Acceptance in Outpatient Practices (N=1,289)

- Yes: 82.9%
- No: 17.1%
Average Wait Time for New Patients in Outpatient Settings (n=975)
Average Wait Time for Routine Primary Care Appointments, New Patients (n=361)
Recruitment

Key Findings

The most reported medical school location was international schooling in all years and the last 10 years, and for all specialties and primary care.

- NH was not in the top 5 locations for medical school among primary care providers.

- NH ranked in the top 10 for medical school location but number 1 for residency location in the last 10 years for all specialties and primary care.
Top 10 Locations from which NH-Practicing Physicians Graduated Medical School, All Years (N=1,749)

International Schooling

- NY: 317
- MA: 232
- PA: 219
- NH: 114
- VT: 96
- ME: 77
- IL: 67
- OH: 58
- WA: 53
- Others: 44

Top Locations from which NH-Practicing Physicians Graduated Medical School, 2002-2011 (n=356)

International Schooling

- MA: 60
- NY: 41
- ME: 41
- PA: 29
- NH: 25
- IL: 22
- FL: 11
- TX: 10
- CA, CT, MO, NC: 9
- Others: 8
Top 5 Locations from which NH-Practicing Primary Care Physicians Graduated Medical School, All Years (n=510)

- International Schooling: 88
- MA: 64
- NY: 55
- PA: 42
- ME: 35

Top 5 Locations from which NH-Practicing Primary Care Physicians Graduated Medical School, 2002-2011 (n=87)

- International Schooling: 16
- ME: 12
- NY: 9
- PA: 8
- MA: 7
Top 5 States in which NH-Practicing Physicians Completed Residency, All Years (N=1,678)

- MA: 326
- NY: 243
- NH: 199
- PA: 105
- CT: 88

Top 5 States in which NH-Practicing Physicians Completed Residency, 2002-2011 (n=343)

- NH: 66
- MA: 65
- NY: 50
- CT: 18
- ME, PA: 17
Top 5 States in which NH-Practicing Primary Care Physicians Completed Residency, All Years (n=497)

- MA: 75
- NY: 71
- NH: 57
- PA: 43
- ME: 31

Top 5 States in which NH-Practicing Primary Care Physicians Completed Residency, 2002-2011 (n=86)

- NH: 23
- MA: 13
- NY: 9
- ME: 8
- PA: 7
The vast majority (~80%) of NH-practicing physicians did not have work or family ties to the state prior to receiving their medical license. Almost 15% of physicians expected to work less hours, practice in another state, or not practice medicine 5 years from then.
NH Ties
Residence or Work in NH Prior to Receiving a NH Medical License (N=1,751)

- 78.1% No
- 21.9% Yes
Note: Primary care-specific results were statistically similar to all physicians.
References


2. Annual estimates of the New Hampshire resident population by single year of age, sex, county subdivision, census tract, race, and Hispanic origin. Prepared for New Hampshire Department of Health and Human Services by Claritas, LLC [2015].
Danielle Weiss, MPH
Health Professions Data Center Manager
Rural Health and Primary Care

603-271-4547
Danielle.Weiss@state.nh.gov