

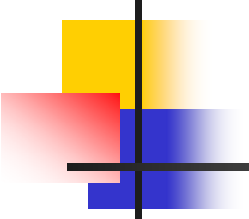


Physician Retirement and Reduction of Practice Intentions in New York State, 1999-2005: An Indicator of Future Shortages?

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- Conducts studies of the supply, demand, use and education of the health workforce
 - Committed to collecting and analyzing data to understand workforce dynamics and trends
 - Goal to inform public policies, the health and education sectors and the public
 - One of six regional centers with a cooperative agreement with HRSA/Bureau of Health Professions



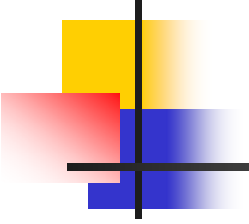
Overview of the Study

- Examined plans to retire or reduce patient care hours in the general physician population in New York State
- Focused on 4 specialties that had high rates of retirement/reduction plans
- Considered supply of and demand for physicians by specialty in relation to retirement/reduction plans



Data Sources

- Retirement and Supply
 - New York State Re-registration Survey
 - Ongoing survey of all licensed physicians in the state
 - Includes questions on demographic characteristics, education and training, location, and practice characteristics
 - Retirement / reduction plans question added in 1999



NYS Physician Re-registration Survey

- Survey item added in 1999:

In the next 12 months, do you plan to:

- Retire from patient care?
- Significantly reduce patient care hours?



Data Sources

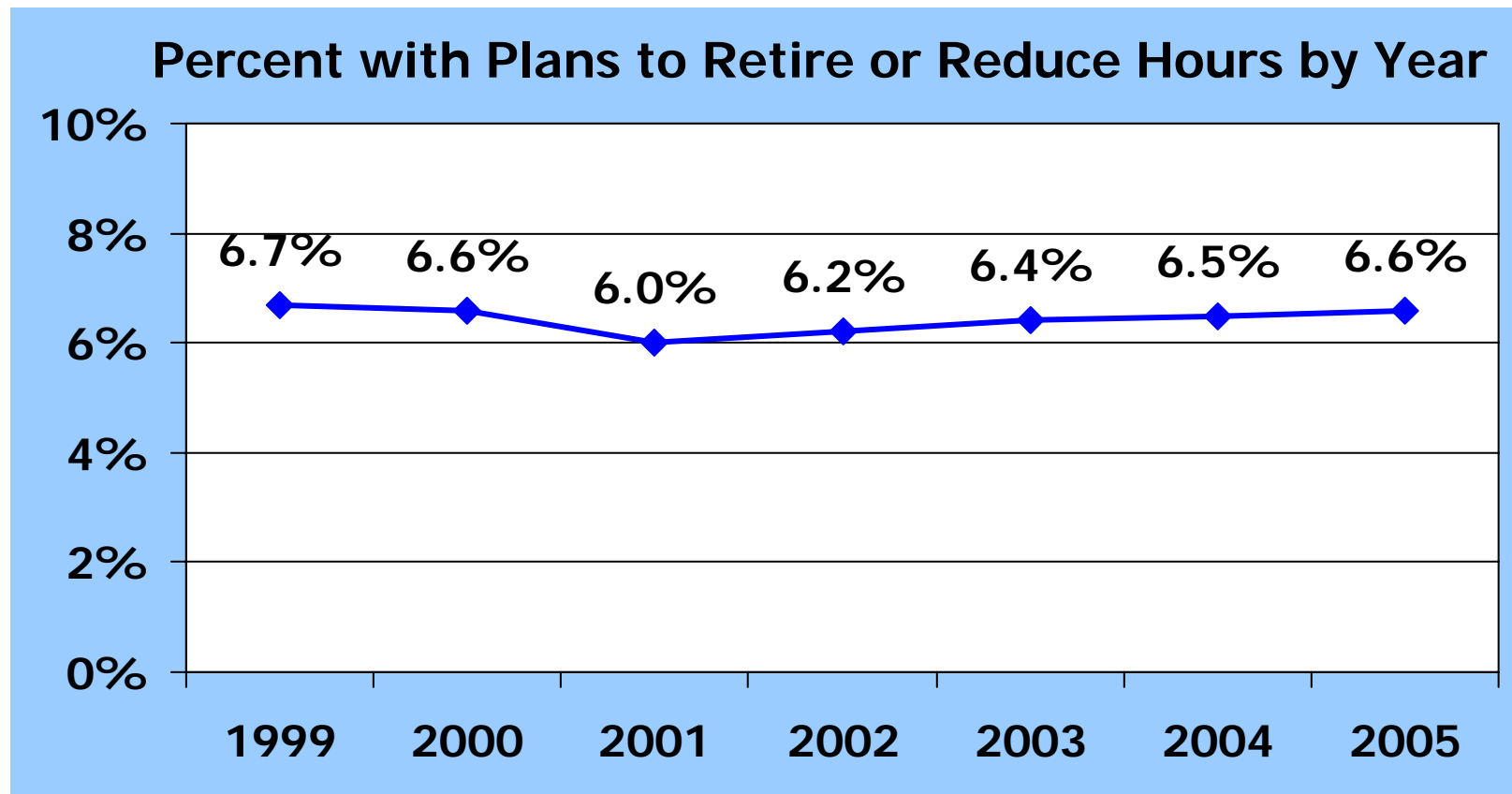
- Demand for Physicians
 - Survey of Residents/Fellows who Complete Training in New York State
 - Asks about resident/fellows' experiences seeking practice positions and the characteristics of secured practice positions
 - Responses are used to develop a composite scale of relative demand for physicians by specialty



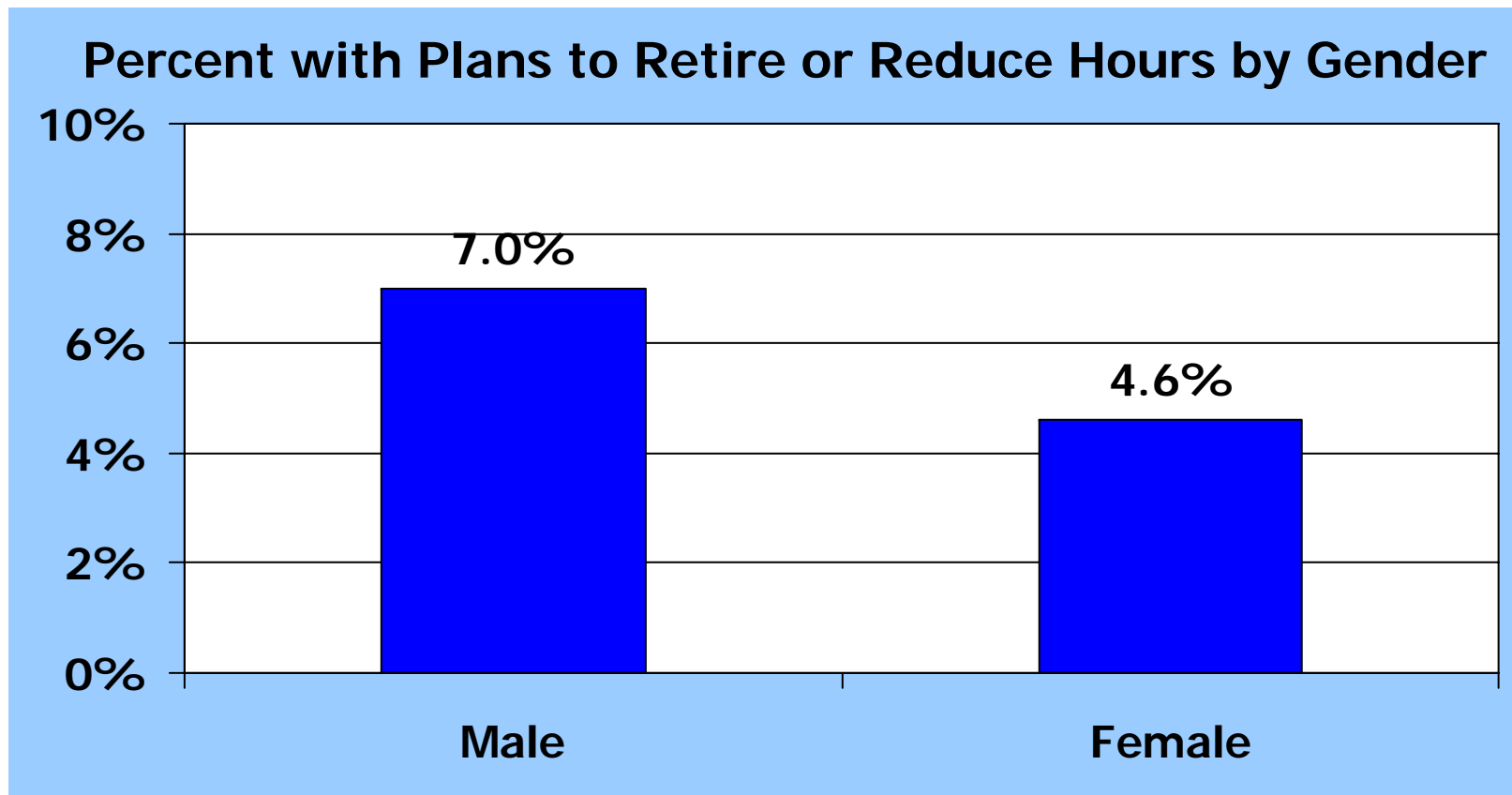
Data Sources

- Relative Demand Scale is made up of the following elements:
 - Difficulty in finding a satisfactory practice position
 - Changing plans due to limited practice opportunities
 - Number of job offers received
 - Respondents' assessments of regional job market in their specialty
 - Respondents' assessments of the national job market in their specialty
 - Annual change in median starting income

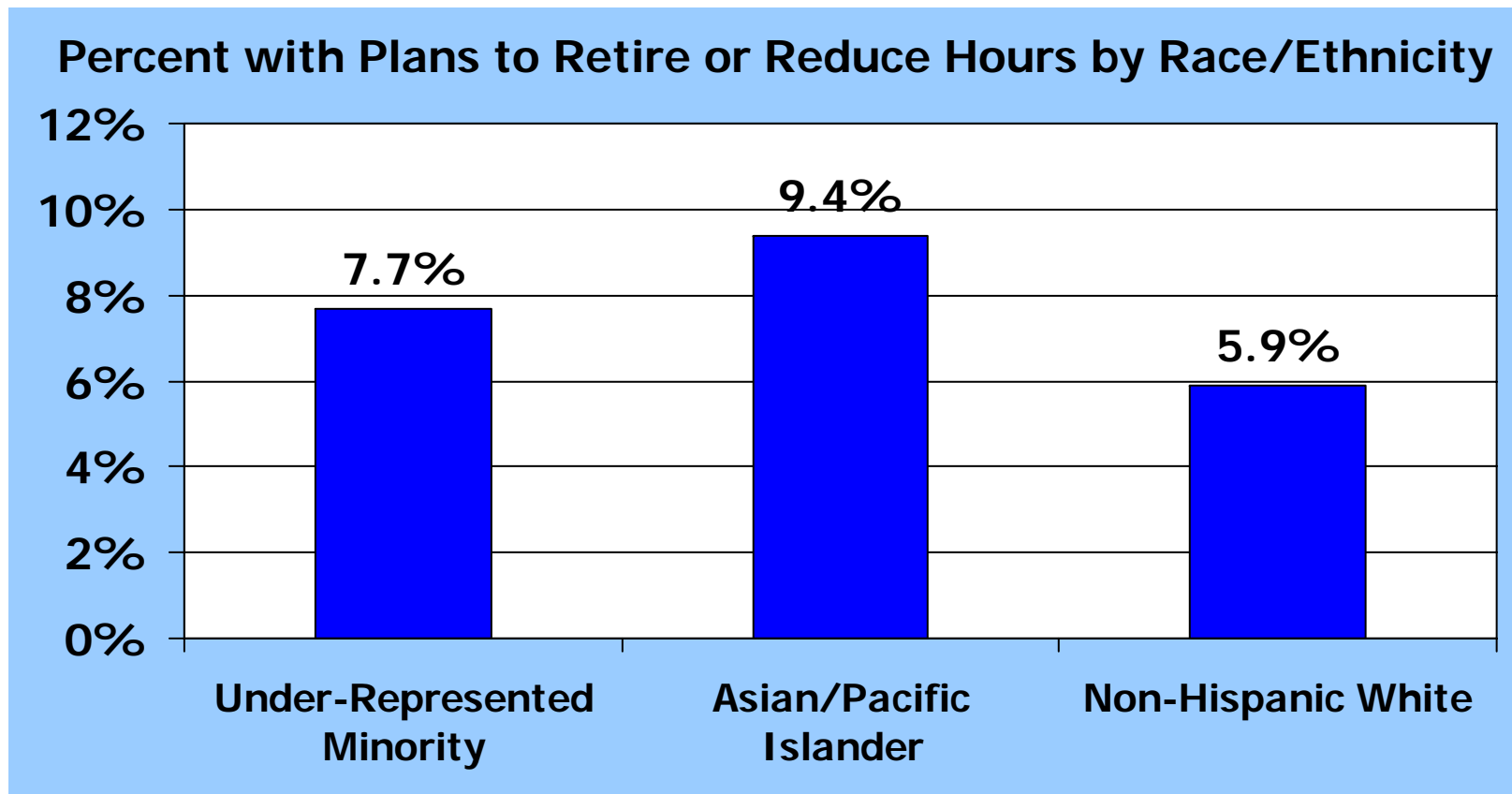
Overall, little change in plans to retire/reduce practice over a 7 year period



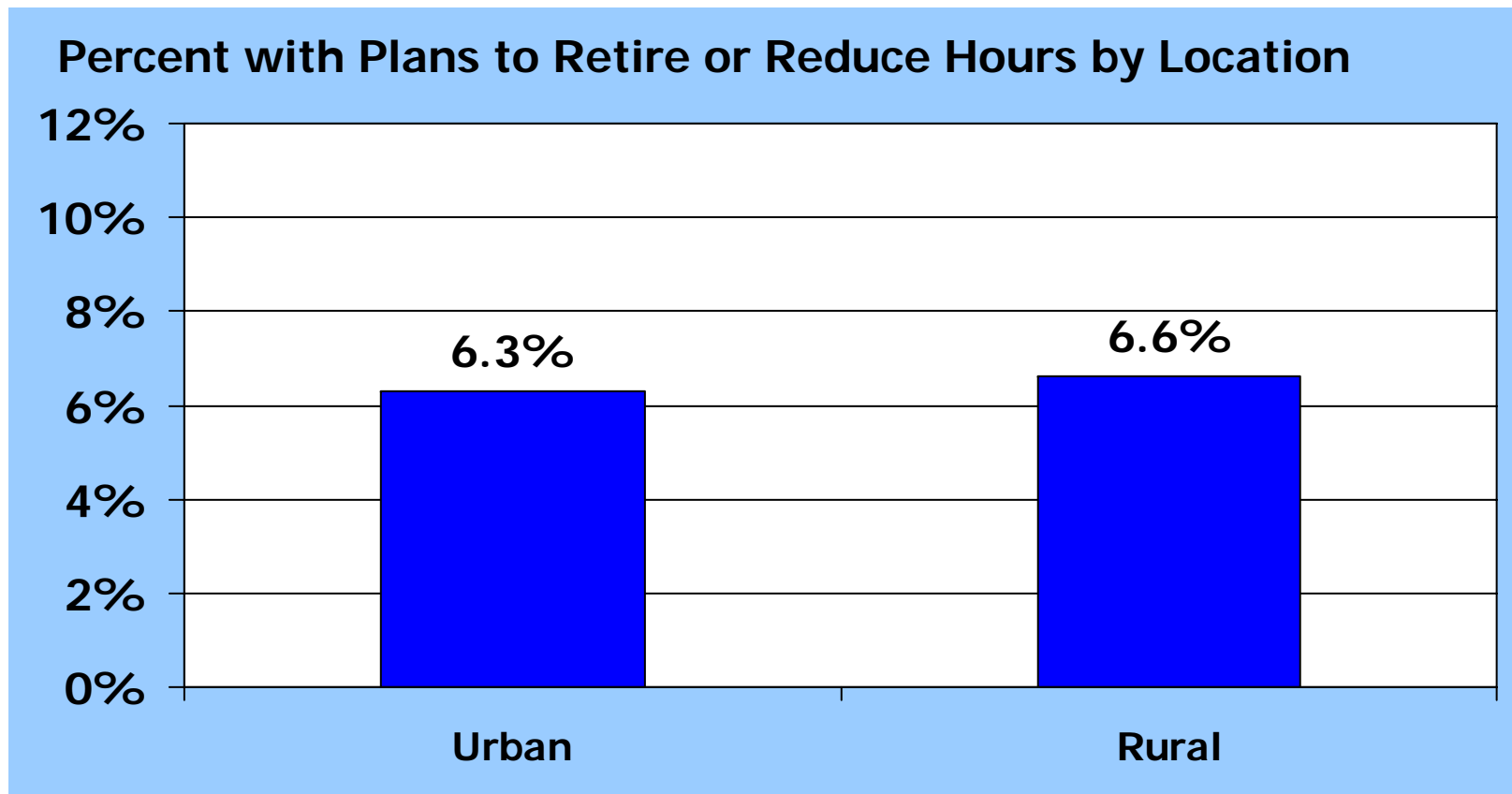
Men were more likely to report plans to retire/reduce practice than women



Minorities were more likely to report plans to retire/reduce practice than whites



Physicians in urban and rural areas were equally likely to report plans to retire/reduce practice





4 specialties with highest retirement/reduction rates

Specialties with the Highest Rates of Retirement or Reduction of Practice

Specialty	1999	2000	2001	2002	2003	2004	2005	7-yr Avg
General Surgery	13%	11%	11%	13%	10%	11%	12%	12%
Obstetrics and Gynecology	10%	10%	8%	11%	11%	12%	11%	11%
Neurological Surgery	11%	6%	9%	9%	10%	11%	6%	9%
Family Practice	7%	10%	8%	9%	10%	8%	9%	9%



4 specialties with lowest retirement/reduction rates

Specialties with the Lowest Rates of Retirement or Reduction of Practice

Specialty	1999	2000	2001	2002	2003	2004	2005	7-yr Avg
Infectious Disease	3%	7%	5%	3%	3%	5%	0%	4%
Pulmonary Disease	3%	4%	4%	2%	5%	3%	3%	4%
Pediatric Subspecialties	2%	2%	3%	4%	3%	3%	4%	3%
Critical Care	0%	3%	0%	0%	4%	5%	0%	3%

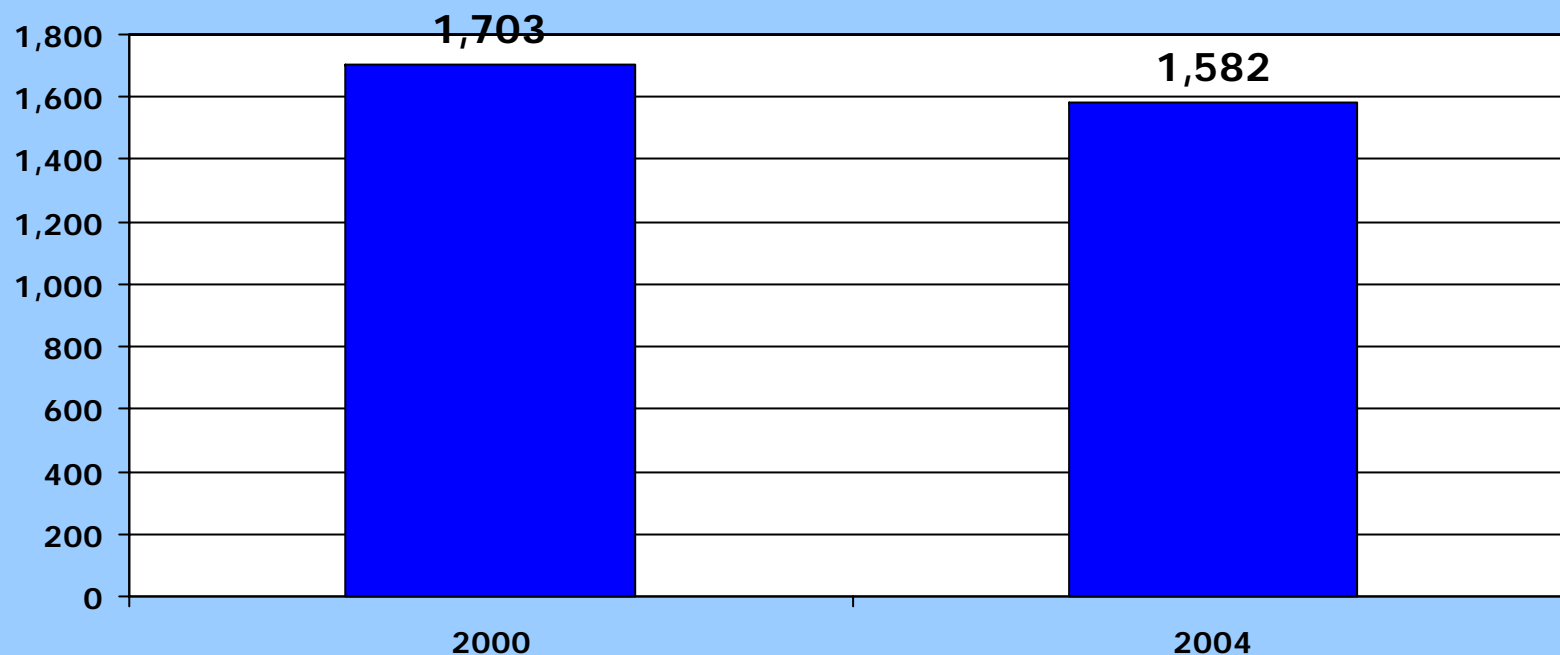


Specialty in Focus: General Surgery

Specialty	7 yr-Avg Retire/Reduce	Supply (2005)
General Surgery	12%	1,582
Obstetrics and Gynecology	11%	3,109
Neurosurgery	9%	320
Family Practice	9%	4,470

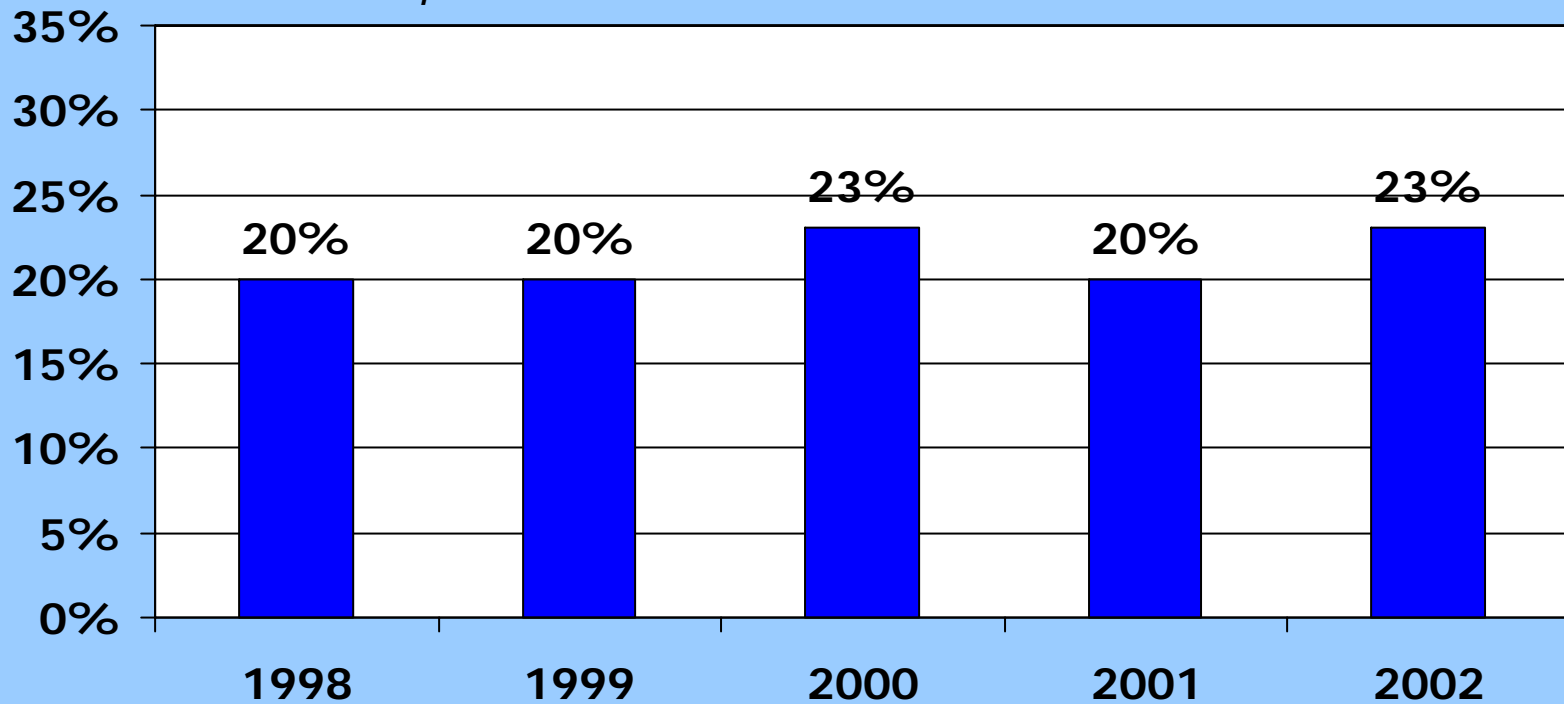
General Surgery Supply Has Declined in the Past 5 Years

Supply of General Surgeons in New York State, 2000 and 2004



Demand for New General Surgeons Has Been Stable, But Low

Percentile Rank of General Surgery on Demand for Physicians
in New York State, 1998 to 2002





General Surgery Summary

- Supply of general surgeons declining
- Interest in specialty waning among young physicians (Bland and Isaacs 2002)
- Demand consistently low relative to other specialties
- Scope of practice overlap with other surgical specialists

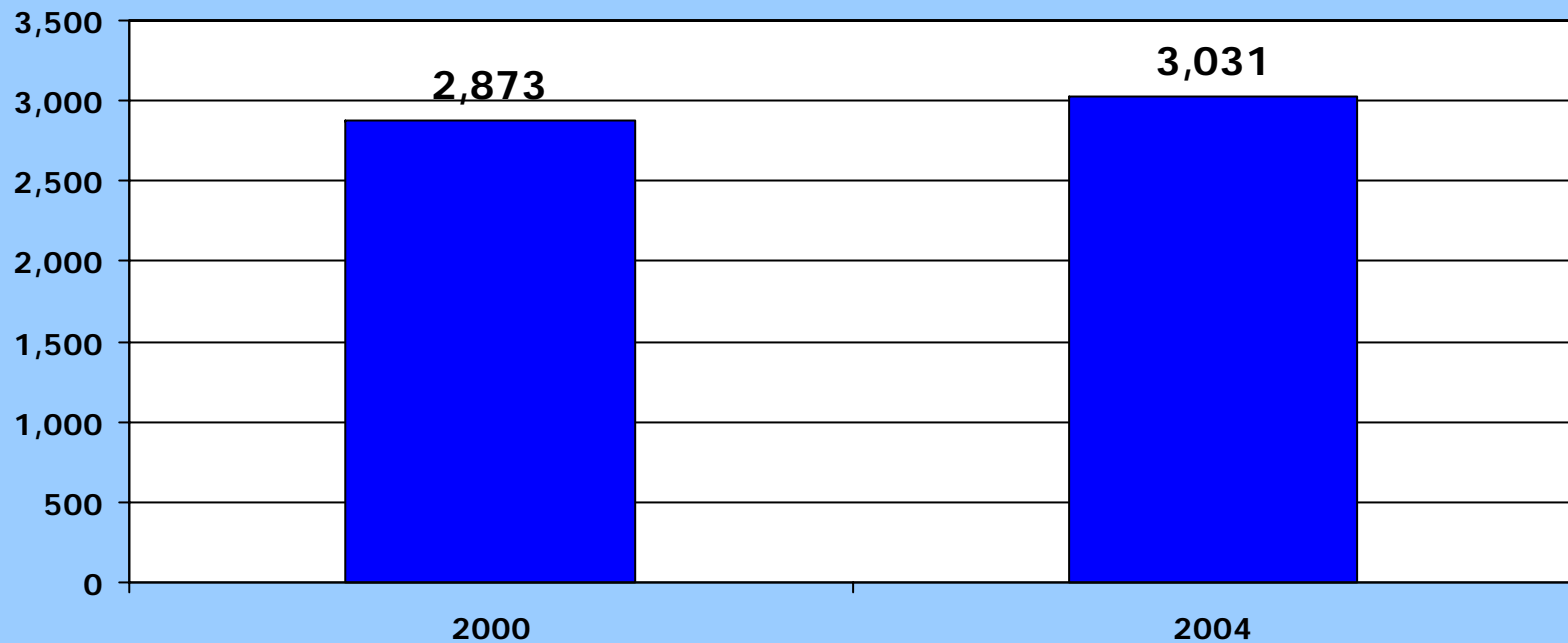


Specialty in Focus: Ob/Gyn

Specialty	7 yr-Avg Retire/Reduce	Supply (2005)
General Surgery	12%	1,582
Obstetrics and Gynecology	11%	3,109
Neurosurgery	9%	320
Family Practice	9%	4,470

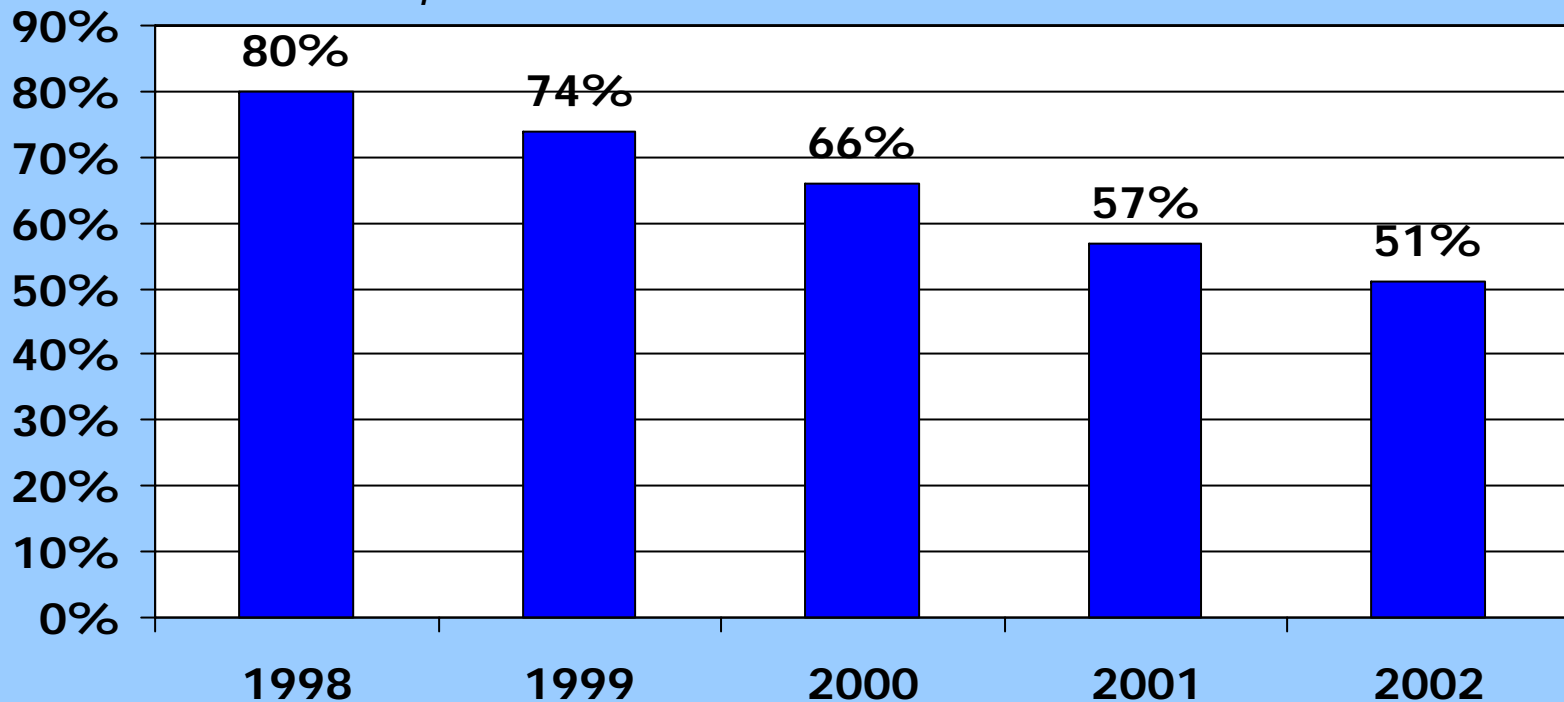
Ob/Gyn Supply Increased Between 2000 and 2004

Supply of Obstetrician/Gynecologists in New York State, 2000 and 2004



Demand for New Ob/Gyns Has Been Steadily Declining in the last 5 years

Percentile Rank of Obstetrics and Gynecology on Demand for Physicians in New York State, 1998 to 2002





Ob/Gyn Summary

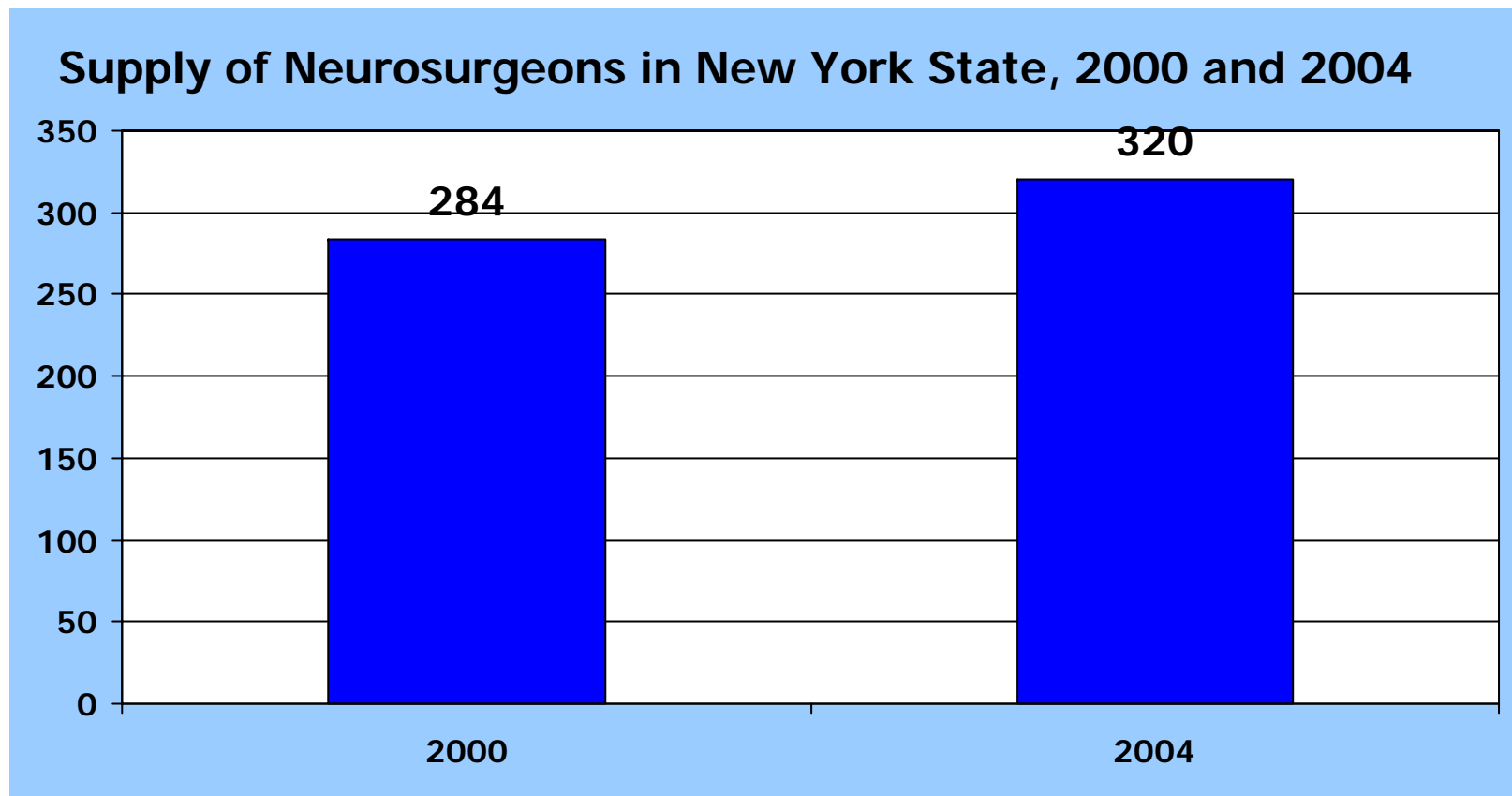
- Supply of Ob/Gyns growing more slowly than overall population of physicians
- Demand for Ob/Gyns relative to other specialties declining substantially over time
- Demographic changes in overall population and lowered birth rates in NYS



Specialty in Focus: Neurosurgery

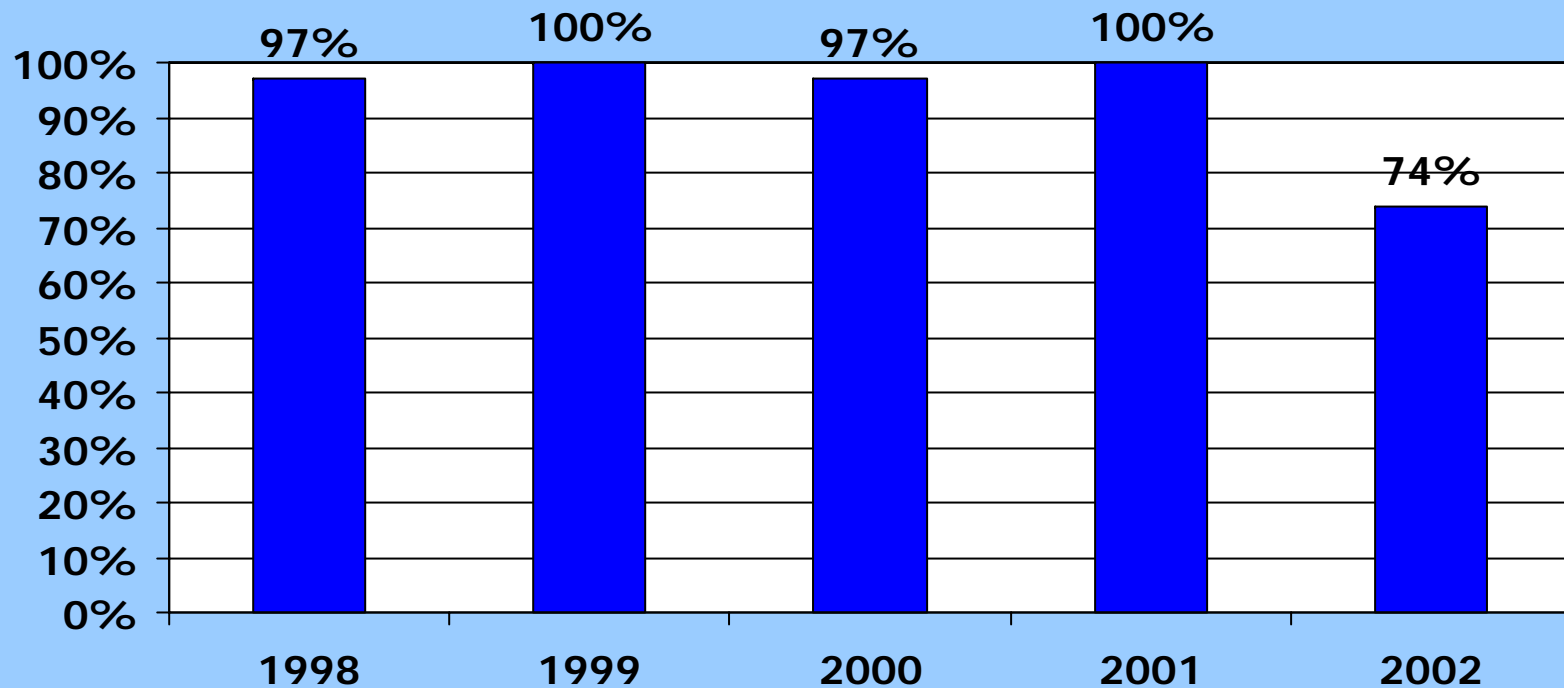
Specialty	7 yr-Avg Retire/Reduce	Supply (2005)
General Surgery	12%	1,582
Obstetrics and Gynecology	11%	3,109
Neurosurgery	9%	320
Family Practice	9%	4,470

Supply of Neurosurgeons Growing at a Higher Rate than Overall Physician Supply



Demand for New Neurosurgeons Has Been Strong

Percentile Rank of Neurosurgery on Demand for Physicians in New York State, 1998 to 2002





Neurosurgery Summary

- Supply of neurosurgeons growing more quickly than overall population of physicians
- Demand for neurosurgeons relative to other specialties consistently high
- Retirement/reduction in practice may not adversely affect availability of neurosurgeons

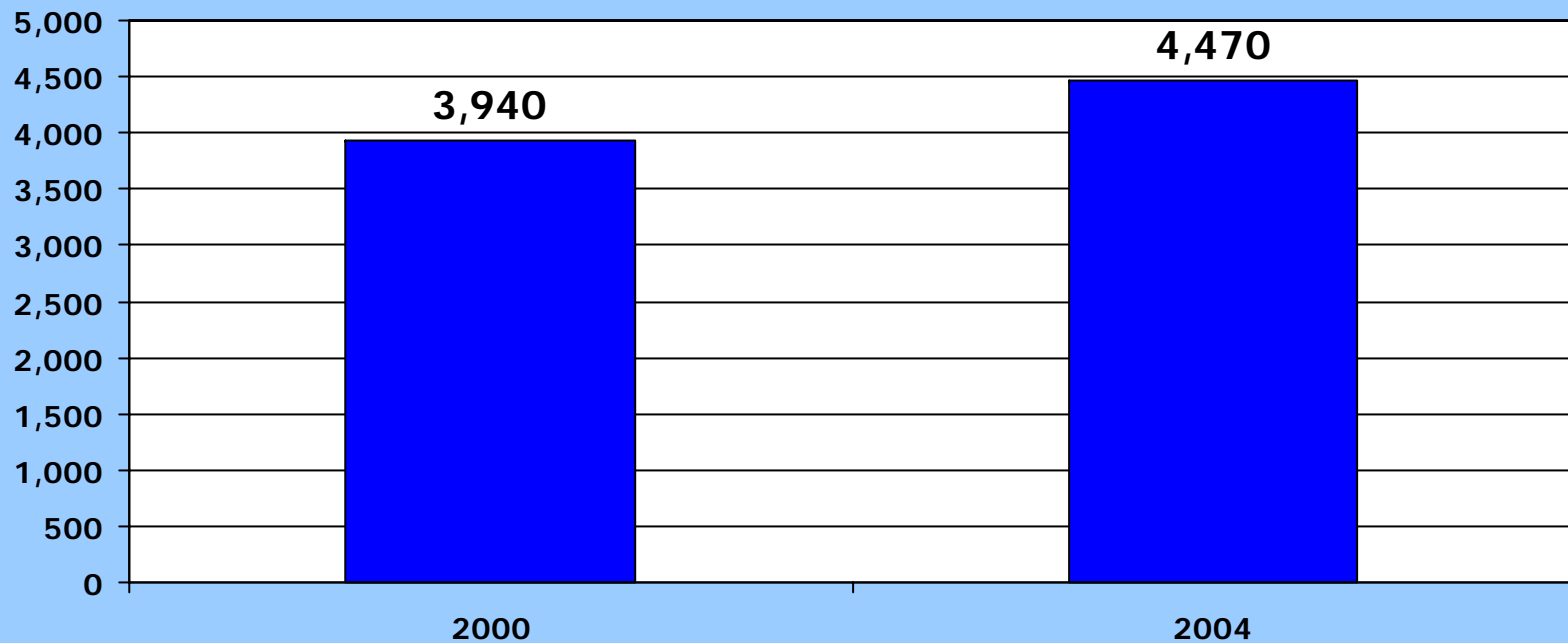


Specialty in Focus: Family Practice

Specialty	7 yr-Avg Retire/Reduce	Supply (2005)
General Surgery	12%	1,582
Obstetrics and Gynecology	11%	3,109
Neurosurgery	9%	320
Family Practice	9%	4,470

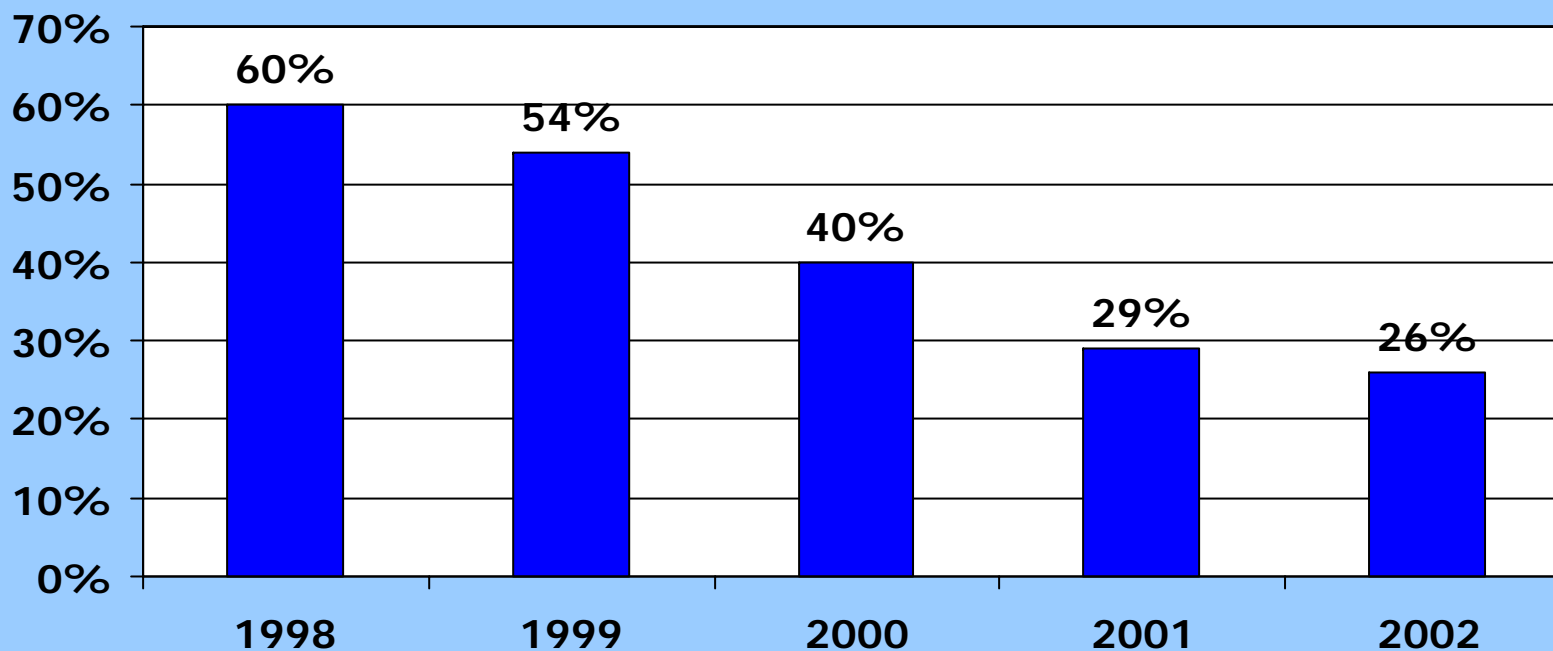
Supply of FPs Has Grown in the Last 5 years

Supply of Family Practitioners in New York State, 2000 and 2004



Demand for FPs Has Been Steadily Declining

Percentile Rank of Family Practice on Demand for Physicians in New York State, 1998 to 2002





Family Practice Summary

- Supply of family physicians growing more quickly than overall population of physicians
- Demand for family physicians relative to other specialties has dropped dramatically in recent years
- High rates of retirement/reduction in practice could be linked to lower demand accompanied by increasing supply



Conclusions

- Physician retirement and reduction of practice plans are important for a better understanding of the relationship between supply and demand for physicians
- Interpreting the significance of physician retirement/reduction of practice rates differs across specialties
- Implications of physician retirement/reduction of practice should be viewed within the context of the supply of and demand for a specialty