Locums Tenens

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- At the end of this presentation the attendee will be able to :

- Define the term Locum Tenens
- List the advantages of Locum Tenens employment
- Discuss the disadvantages of Locum Tenens employment
- Review one provider's experiences

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Definition of Locum Tenens

- Latin Term "To hold the place of"
- Person who stands in temporarily for someone else
  - Of same profession
- Think of it as a substitute teacher in the medical world
- Why Health Care system hires a locums provider
  - Cover Maternity leave/vacation time/FMLA
  - Until full-time provider hired
  - Always have locums because unable to find full-time provider
    - Common in remote locations

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Locums Companies

- Barton Associates
  - https://www.bartonassociates.com/
- Jobs2Careers
  - https://www.jobs2careers.com/
- Wetherby
  - https://weatherbyhealthcare.com/
- Wilderness Medical-rural and remote areas
  - https://wildernessmedicalstaffing.com/

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Many Locums companies available

- Provider NEVER pay a fee to locums company
- Locums company should pay provider's
  - Travel
  - Housing (or paid by health care entity)
  - Salary
  - Malpractice-deal breaker for you if not paid?
- Remote locations usually pay every day of assignment
  - Whether clinic or not

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Advantages of locums work

- Money…big money…but variable
- Can make $30,000+ for a 4-week assignment
  - More remote the location higher the pay
  - Greater the expectations
  - Hourly vs Daily
  - Some assignments pay you every day on assignment
    - In clinic or not – usually very remote locations
  - Some assignments also pay a per diem
    - a daily rate for food/expensive
  - On-call paid
  - Overtime for holidays
  - 1099 vs W-2

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Advantages Continued

- Flexible scheduling
  - Provider picks scheduling time frame
  - 2 weeks
  - 4 weeks
  - 3-6 months
  - Longer-if you want
  - Location – Same multiple times? Multiple locations?
- Some providers work 4-6 months/year as a locums
- …and that's all…

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Disadvantages of locums

- Heavy paperwork
  - State license @ each assignment-PA Compact
  - System credentialing @ each assignment
  - Collaborating physician/state dependent
  - PA vs NP regarding physician collaboration
  - EVERY system you work in
- Constant learning curve
- "Short timer"

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Disadvantages continued

- Constant adaptation to
  - New EHR/ practice workflows
- "Outsider"
- Loneliness and Isolation-included in social activities
- All while maintaining
  - Self-employment taxes
  - LLC yearly status-if you incorporate
  - State business license-if required
  - DEA & state narcotic board
    - Not every state has an OBN equivalent-may only need DEA
    - Remember DEA is location dependent-must be unrestricted (pay fee)

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Is Locums for me?

- New Grad-Be VERY VERY cautious
- Remote locations require years of experience
- Variable income
- Need benefits? some Locums are W-2
  - Insurance
  - Paid Time Off (PTO)
  - Retirement
- Money CAN "soften the blow"

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One Provider's Experience

Maniilaq
Kotzebue & Point Hope
Yukon Kuskokwim Health Center (YKHC) – Bethel & Beyond

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Alaska assignments

- Alaska is a HARD place to work
  - **BE SAFE BE SEEN**
  - **Ice cleats/reflective vest/head lamp**
- Medicine is Medicine…NOT
- Weather
  - Kotzebue & Point Hope - October
  - 7-foot storm surge/On Disaster Team
  - Moved out of housing to higher ground
  - Bethel – November & December
    - 8-10 patients on schedule
    - Unable to get to Anchorage for 3 days
- Expensive
  - Small loaf of bread $7.99
  - 1/2 gal of ½ & ½ $14.99

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Maniilaq

- Kotzebue (Qikiqtaġruk) – orientation
  - 33 miles north of Arctic Circle population of 2783
- Point Hope (Tiagara) – village assignment
  - 125 miles north of Arctic Circle population of 830
- 10-seater Bering Air
  - Western coast of Alaska/Eastern shore of Bering Sea
  - Clinic/urgent care/ED/ICU waiting on medevac
    - No x-ray/dispense meds/draw labs & start IV's
    - May have a Health Aide
      - Alaska specific trained provider
      - State so remote
    - Provider box & Crash Cart

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YKHC

- Yukon Kuskokwim Health Center (YKHC)
  - Bethel
    - orientation population of 6325
  - Emmonak
    - Sub Regional Clinic population of 759
  - Hooper Bay
    - Sub Regional Clinic population of 903
- Populations of all Alaska villages are variable

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I'm old enough to know…

I may need to keep you alive for a day or two…
before the plane gets there

Questions?

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