



# SustiNet Workforce Study Presentation

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# Demographics

Table 1. Demographic characteristics of the sample (N = 1075)

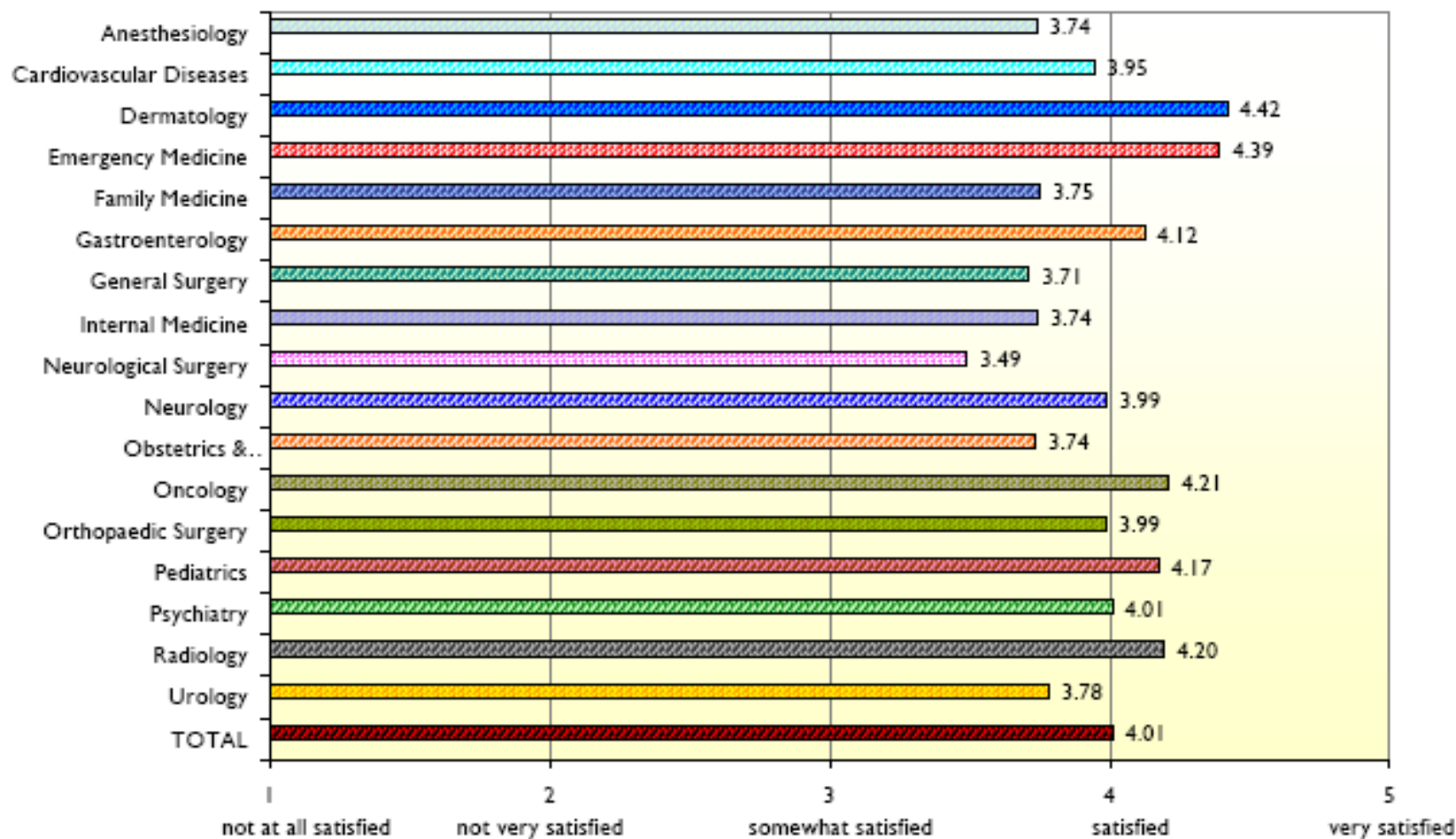
Gender	N	%	Specialty	N	%
Male	209	80%	Anesthesiology	40	4%
Female	866	19%	Cardiovascular Diseases	45	4%
		100%	Dermatology	52	5%
			Emergency Medicine	23	2%
Age			Family Medicine	87	8%
Under 35	13	1%	Gastroenterology	29	3%
35-44	164	15%	General Surgery	103	10%
45-54	372	35%	Internal Medicine	183	17%
55-64	391	36%	Neurological Surgery	12	1%
65 +	135	13%	Neurology	47	4%
		100%	Obstetrics & Gynecology	69	6%
Employment			Oncology	23	2%
Self employed	559	52%	Orthopaedic Surgery	95	9%
Medical group	301	28%	Pediatrics	100	9%
Hospital	118	11%	Psychiatry	71	7%
Medical school	54	5%	Radiology	53	5%
Other	54	5%	Urology	43	4%
		100%	County		
Practice size			Fairfield	271	25%
Solo	226	21%	Hartford	316	29%
Small Group (2-5 physicians)	389	36%	Litchfield	44	4%
Medium Group (6-20 physicians)	365	34%	Middlesex	43	4%
Large Group (21+ physicians)	94	9%	New Haven	270	25%
			New London	84	8%
Hours patient care (Mean)	42		Tolland	14	1%
			Windham	33	3%
					100%



# 5 Major Areas

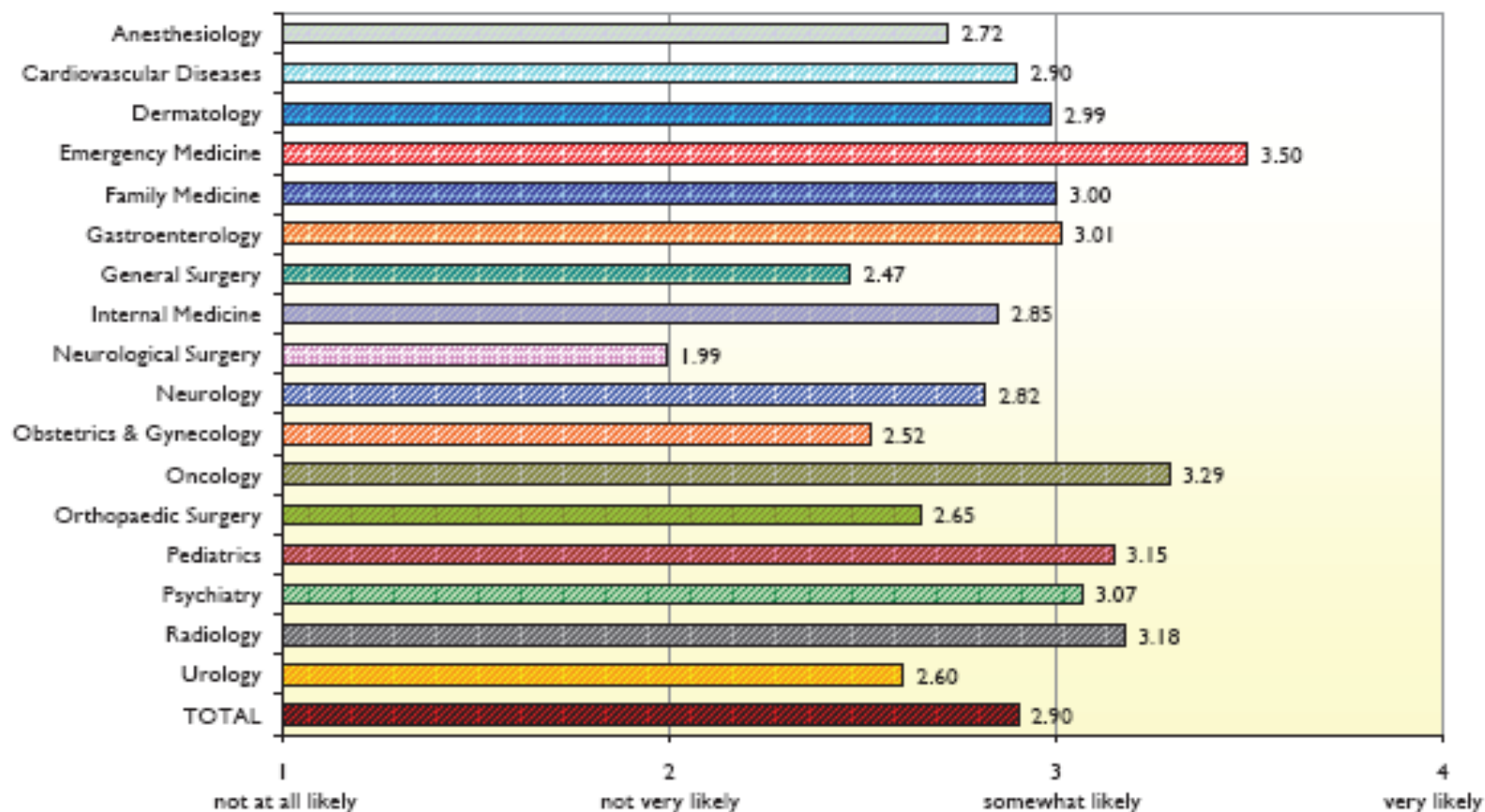
- Physician satisfaction and career plans
- Physician recruitment and retention
- Liability issues and limitation to exposure to high risk patients and procedures
- Factors affecting access to care and improving the health care system
- Business aspects of medicine: payor mix, burden of ER call and technology integration

Figure 1. Mean levels of satisfaction with career in medicine, by specialty



Differences by specialty significant at .05 level

Figure 2. Likelihood of recommending practicing in CT, by specialty



Differences by specialty significant at .05 level

**Figure 3. Satisfaction with career in medicine, by county, gender, age and practice size**

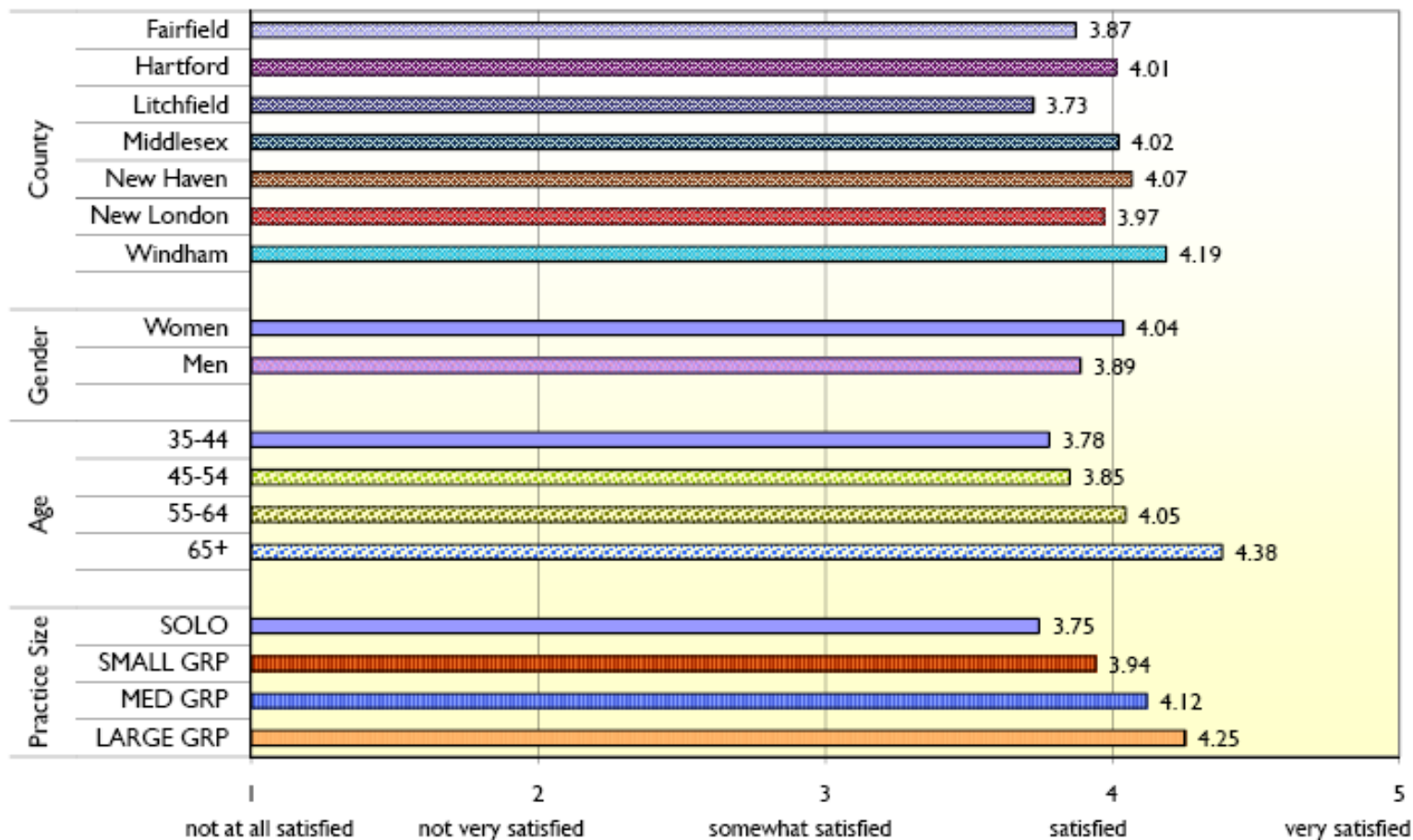


Figure 5. Percent contemplating career change because of practice environment, by specialty

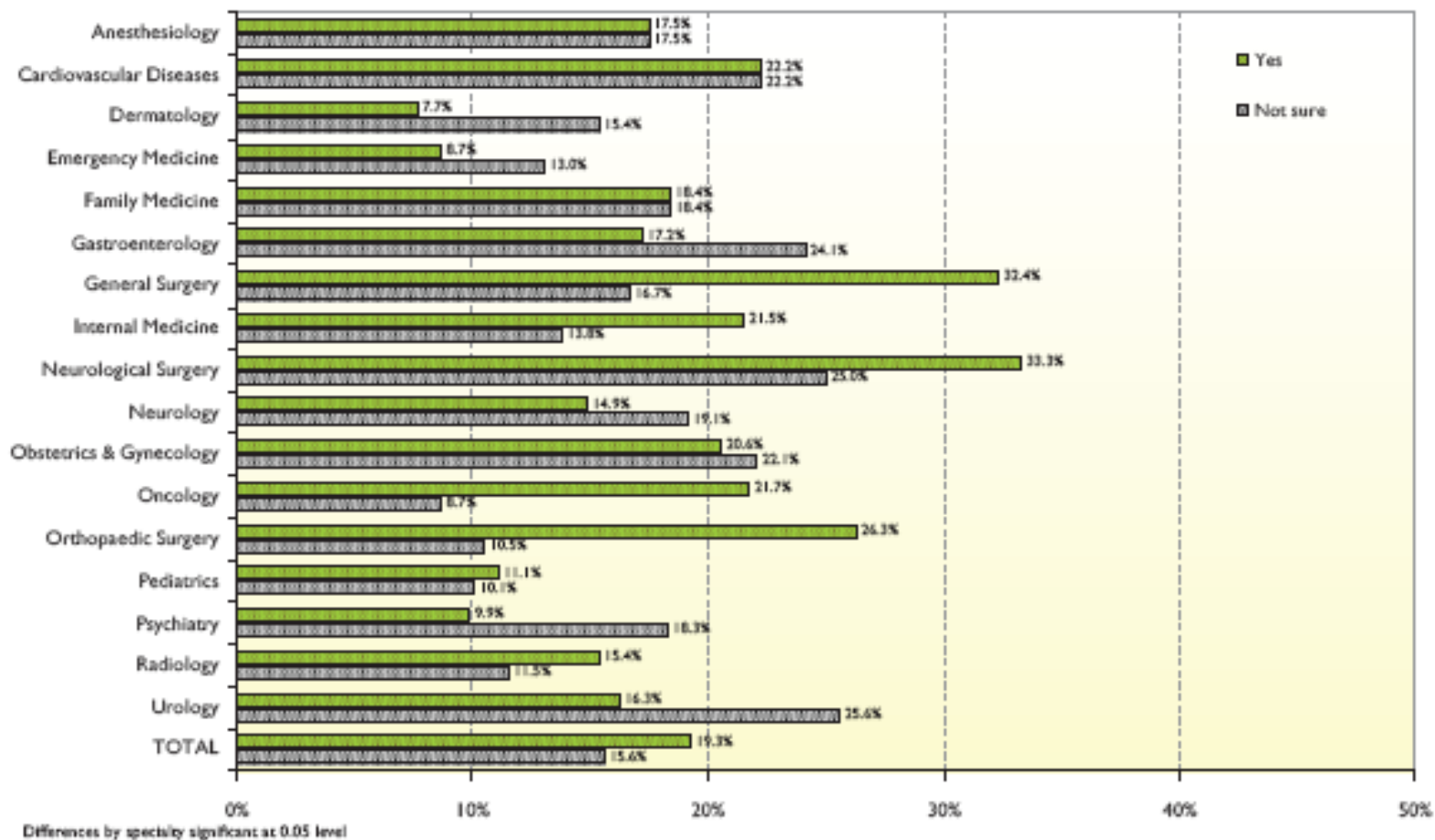
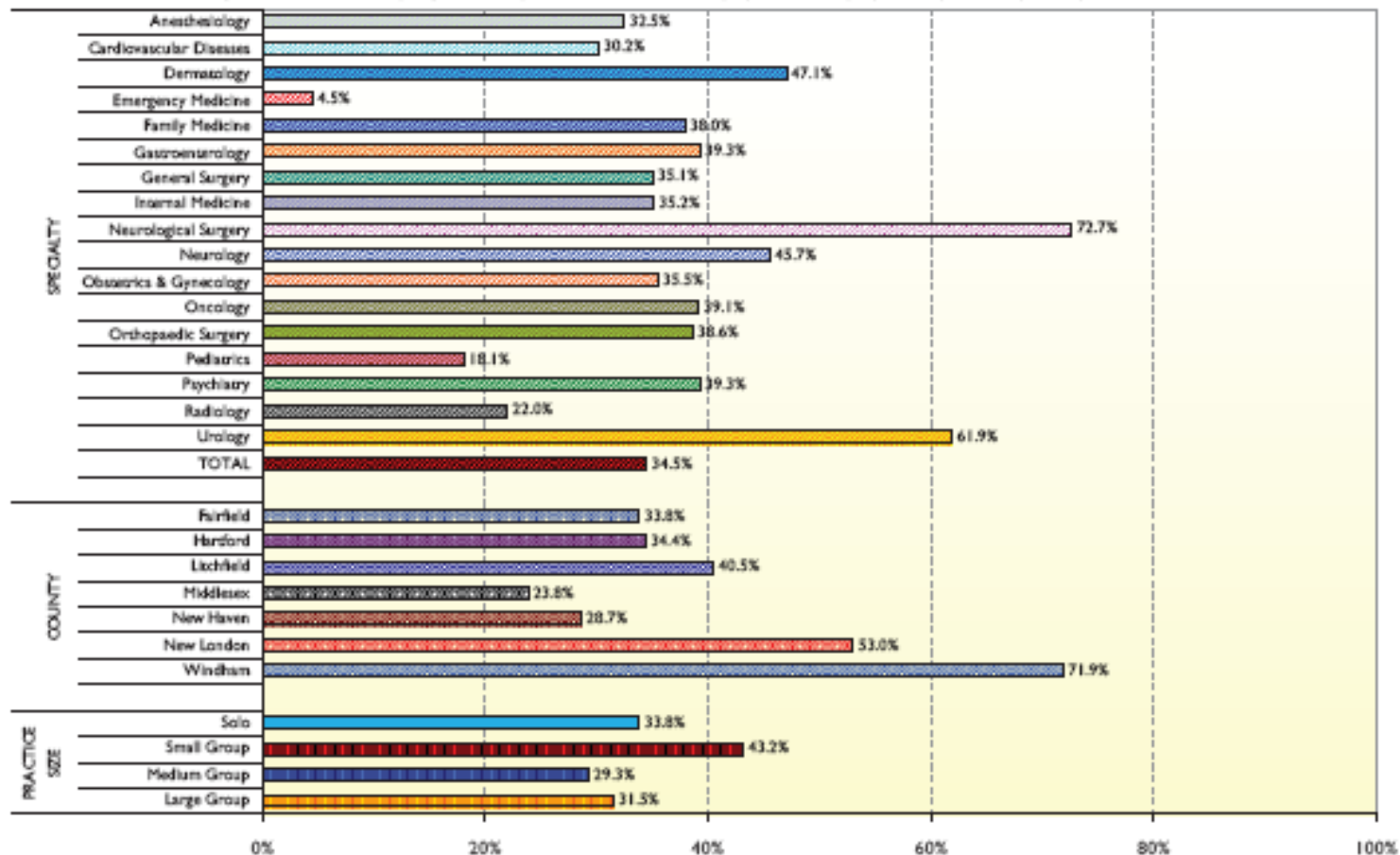


Figure 6. Percent saying it is very difficult to recruit physicians, by specialty, county and practice size



Differences by specialty, county and practice size significant at .05 level



Figure 7. Percent saying liability premiums are very burdensome, by specialty

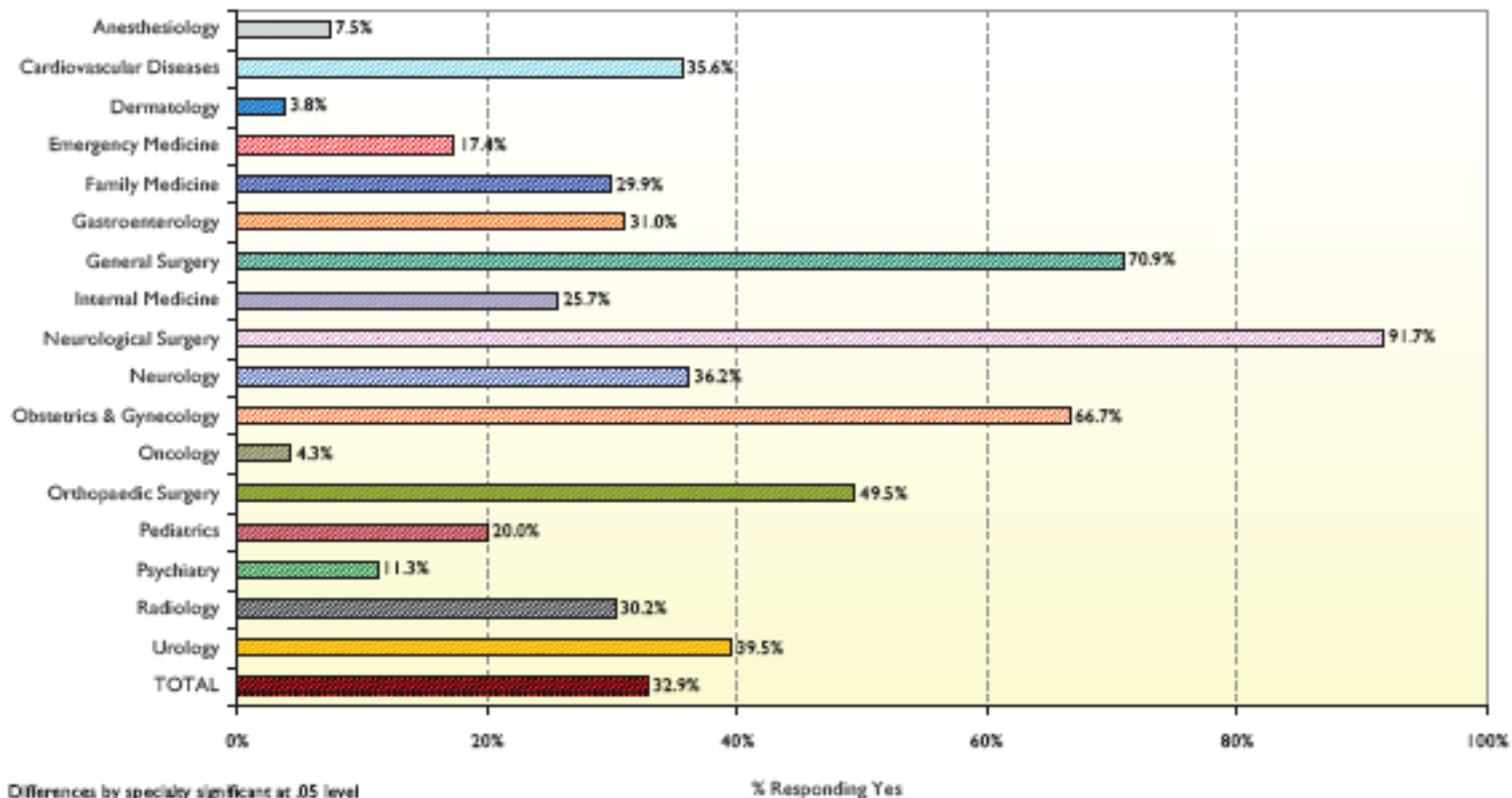


Figure 8. Percent reducing the number of high risk services and patients due to liability concerns, by specialty

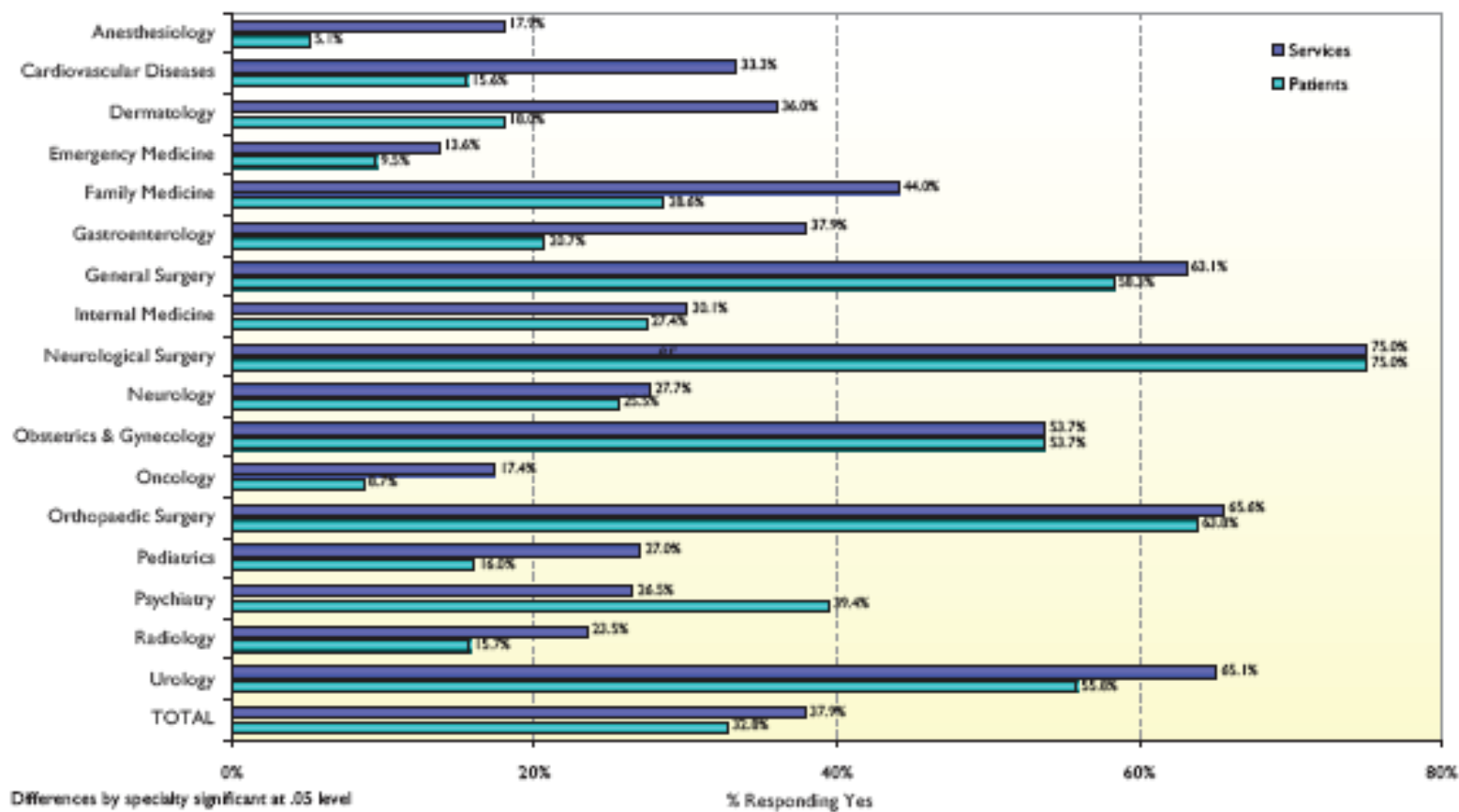
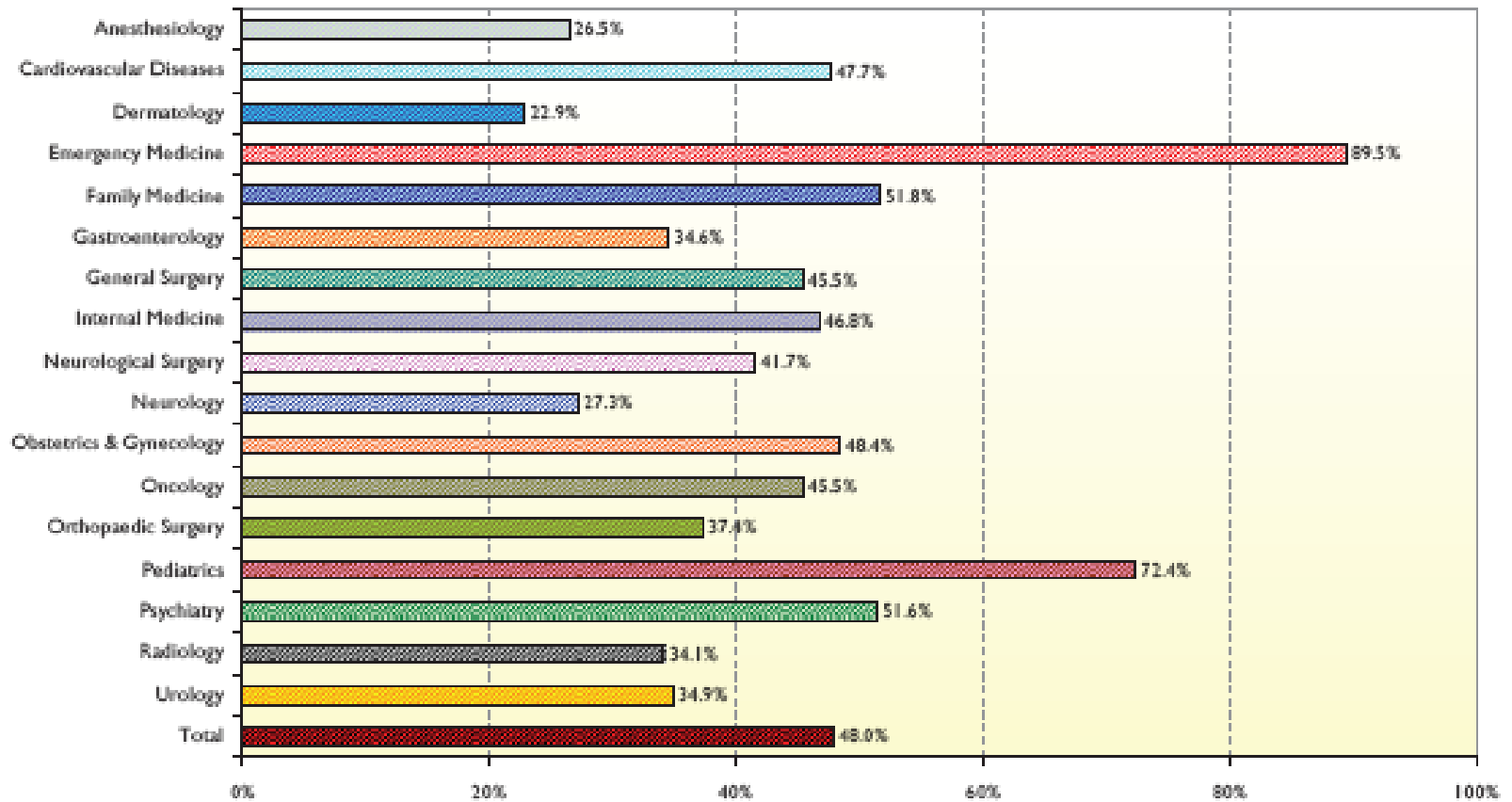


Figure 11. Percent reporting increasing difficulty in obtaining referrals over past 3 years, by specialty



Differences by specialty significant at .05 level



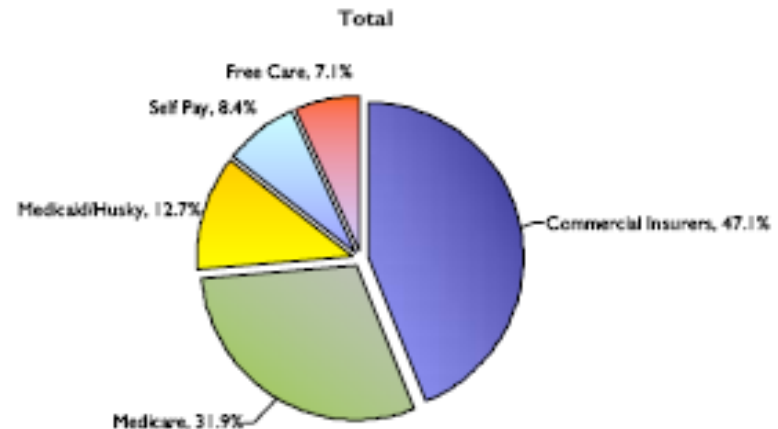
# Improving the system

- Controlling health-care costs
- Making health insurance affordable
- Covering the uninsured
- Focusing on chronic illness and preventive care
- Reducing administrative burdens on physicians
- Improving systems to prevent errors
- Regulating insurance practices

# In Summary

- 20% contemplating career change; 10% planning to move
- 90% in Litchfield, New London, Windham found recruiting 'very' or 'somewhat' difficult
- 50% increased work hours over the past 3 years
- Less than 50% of payment comes from commercial sources (32% of payments from Medicare)

Figure 12. How patients pay for medical services:  
Total sample and selected specialties





# In Summary (con'td)

- 40% see fewer high-risk patients; 34% perform fewer high-risk procedures because of liability concerns
- 90% of ER physicians and 70% of pediatricians had difficulty obtaining referrals and consultations
- New patients wait an average of 17 days for office visits
- Physicians supported expanding safety-net programs and establishing a pool for the under- and uninsured over development of a single payor system

# Additional surveys

- CSMS Disparities in Health Care Study
  - Completed Fall 09
- CSMS Primary Care Workforce Study
  - Publication April 09
- CSMS Practice Management Study
  - Completed Fall 07