

# The New Jersey Physician Workforce

## Findings from the NJ State Physician Census

NJ Office of Legislative Services  
Rutgers Center for State Health Policy  
Seminar  
October 27, 2004



**Rutgers** Center for  
State Health Policy

Institute for Health, Health Care Policy,  
and Aging Research



# History

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“The Board of Medical Examiners... should develop a questionnaire on physician training and practice experiences ...”

- NJ Physician Workforce Commission, *A New Framework for Physician Workforce Policy in New Jersey*. March, 1999, p. 16.

# Participating Organizations

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- New Jersey Board of Medical Examiners
- Medical Society of New Jersey (MSNJ)
- MSNJ International Medical Graduate Section
- New Jersey Association of Osteopathic Physicians and Surgeons
- New Jersey Hospital Association
- Academy of Medicine of New Jersey

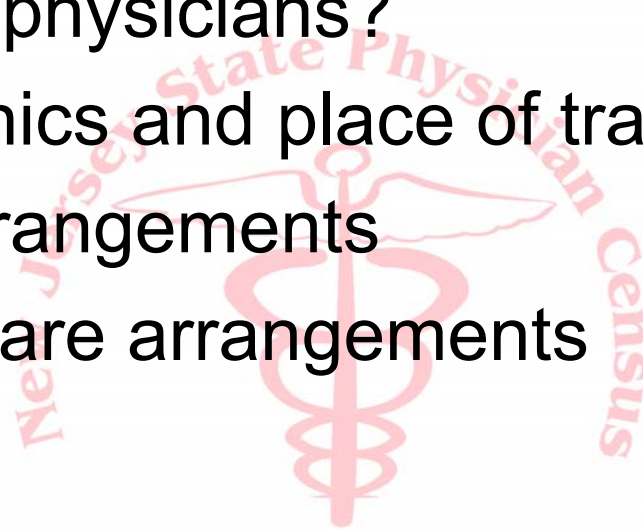
# Data Sources

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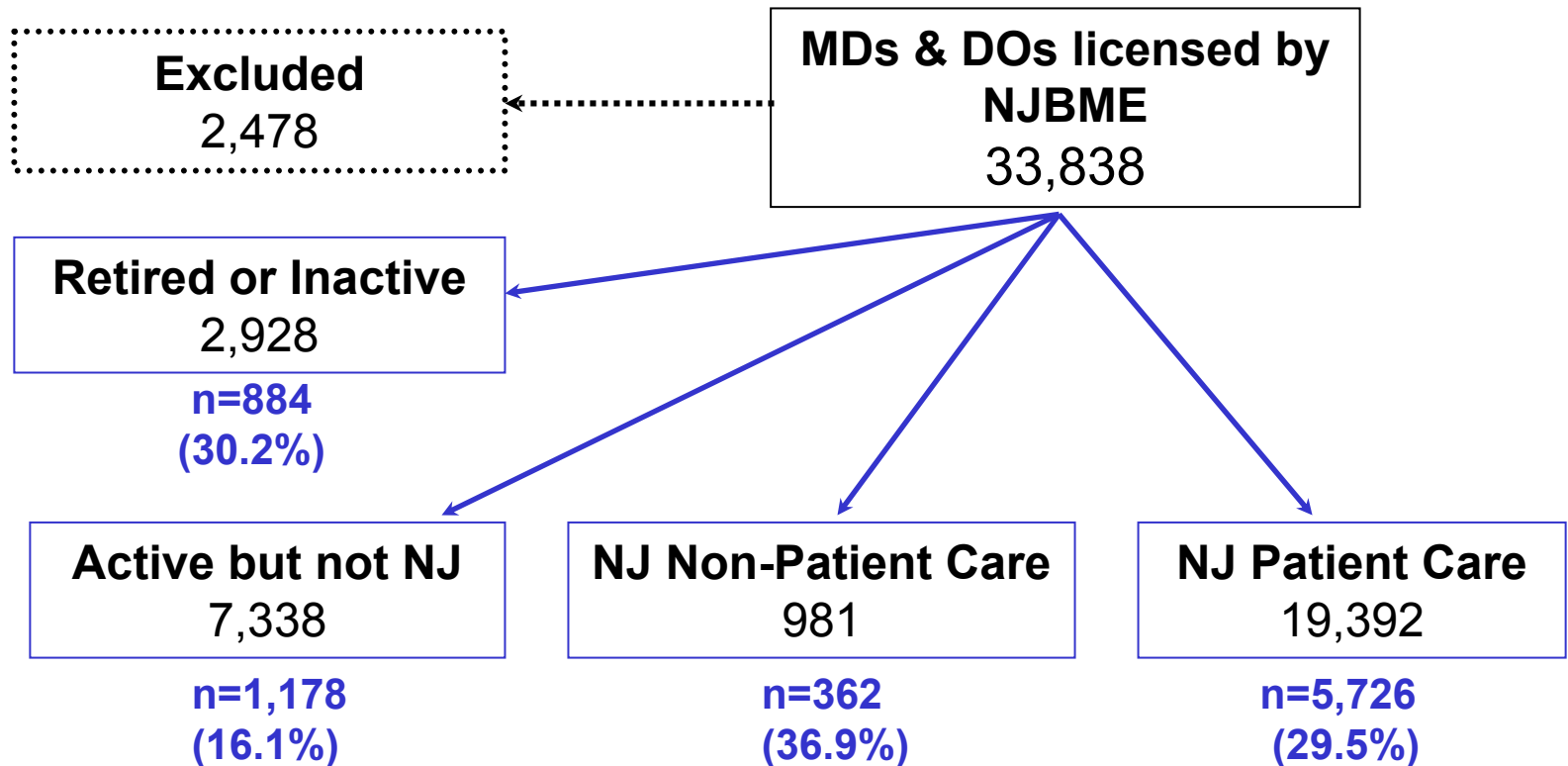
- **33,838 physicians licensed by the NJ Board of Medical Examiners in 2001**
- **AMA Physician Masterfile**
  - Specialty, location, & demographic information for nearly all MDs & DOs
  - Work status and practice arrangements for many physicians
- **Eight page survey of 8,150 physicians in 2002**
  - Mail with web option & limited telephone follow-up
  - Representative of NJ physician population with respect to: specialty, gender, IMG status, & location (more later...)

# ***Profile of NJ Patient Care Physicians***

- How many physicians?
- Demographics and place of training
- Practice arrangements
- Managed care arrangements



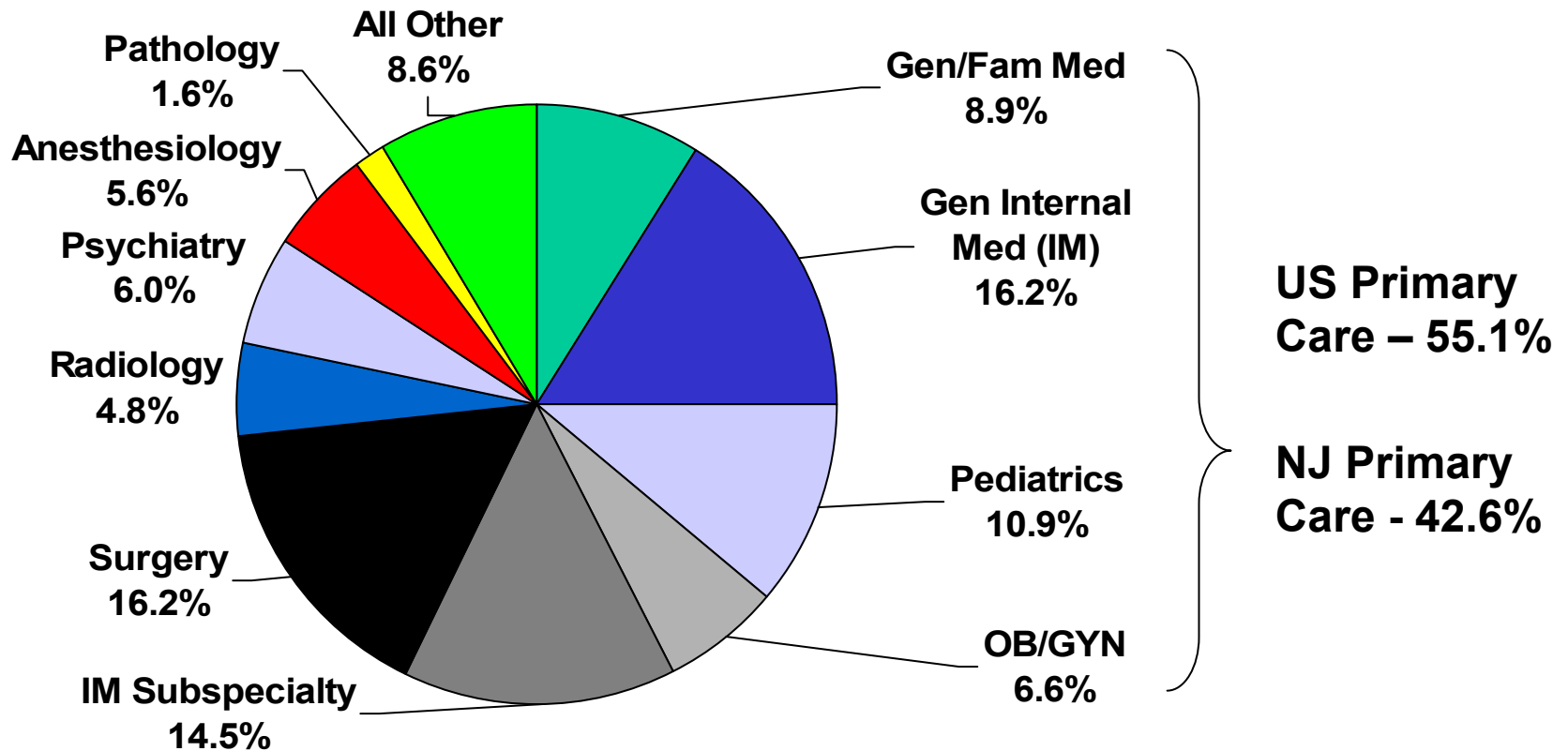
# How Many Physicians?



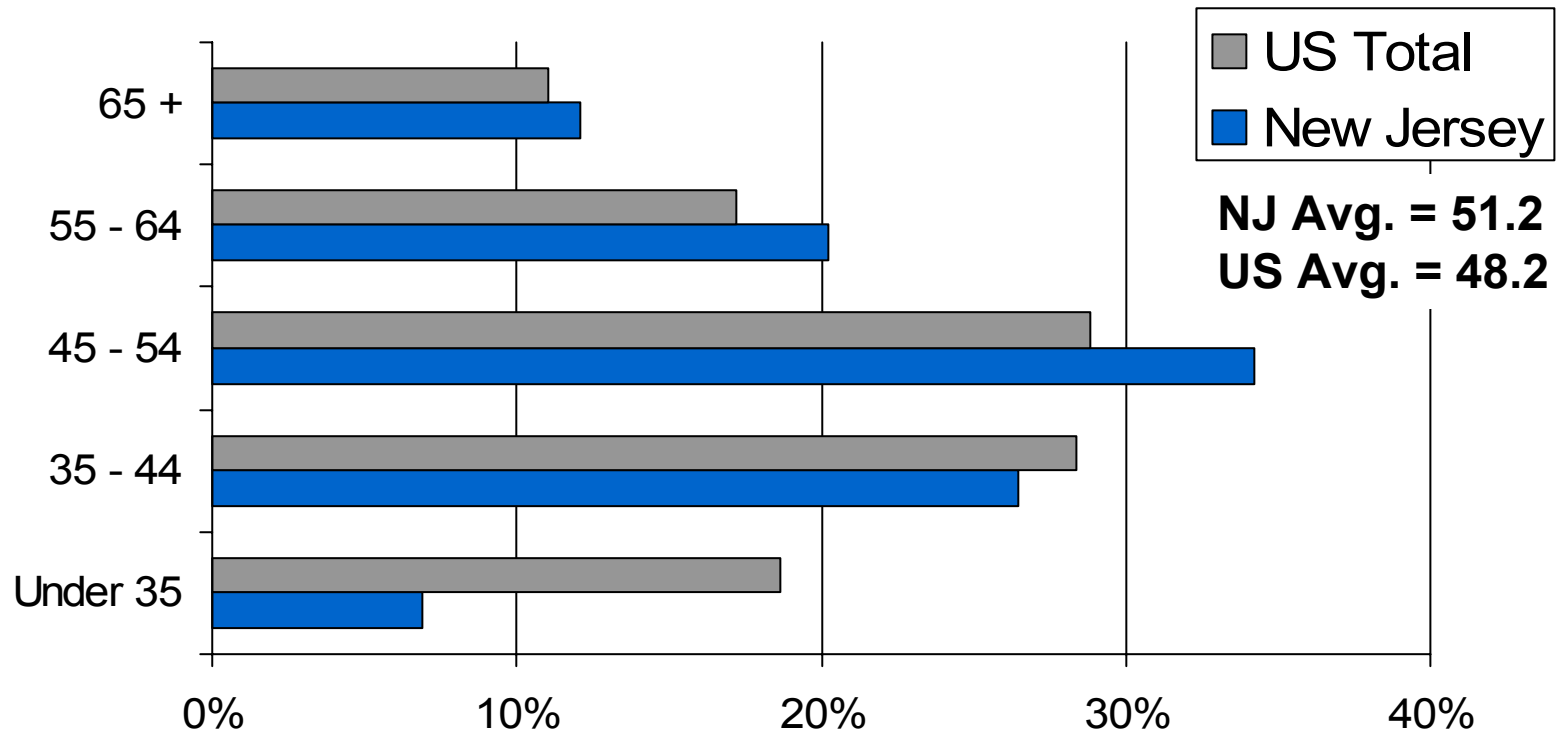
*20,373 Active NJ Physicians*

# NJ Has More Specialization

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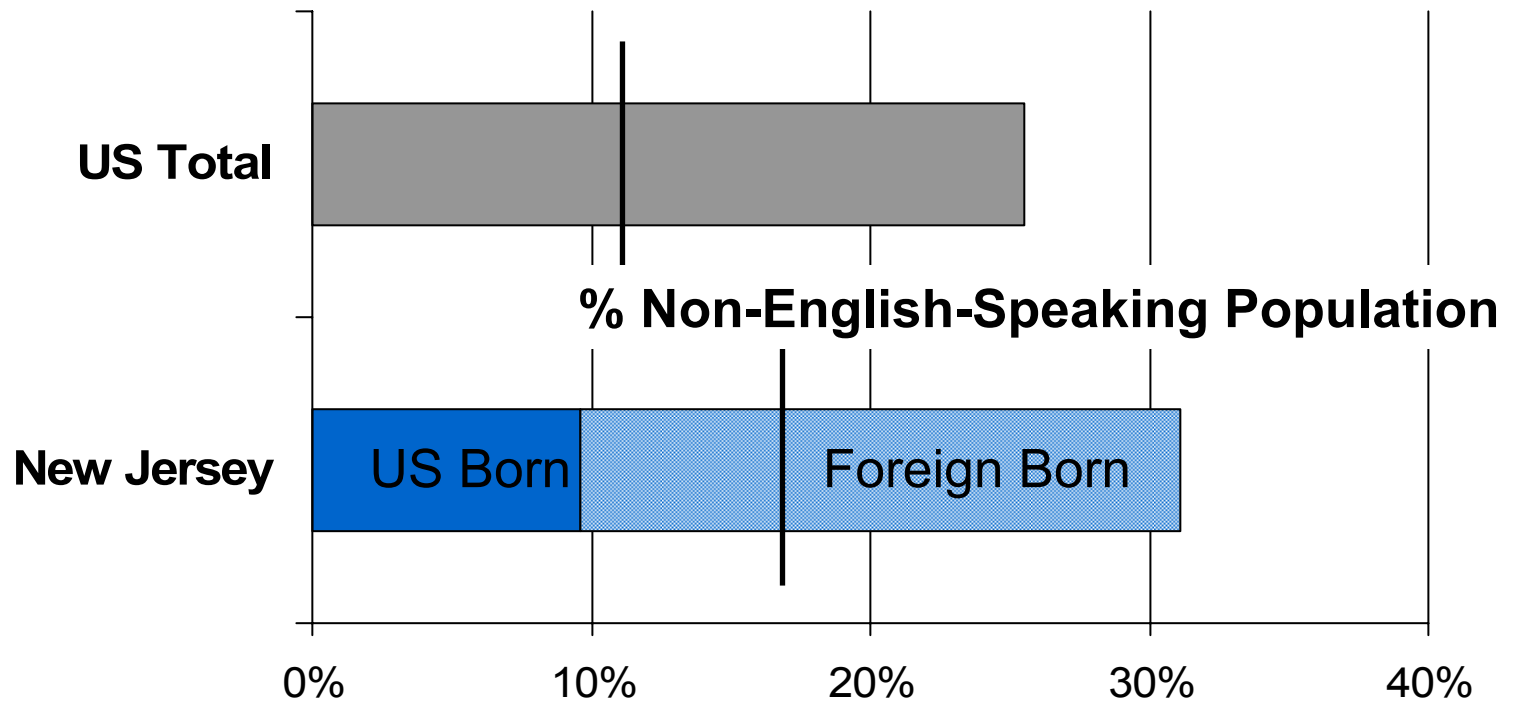


# NJ Physicians Are Older



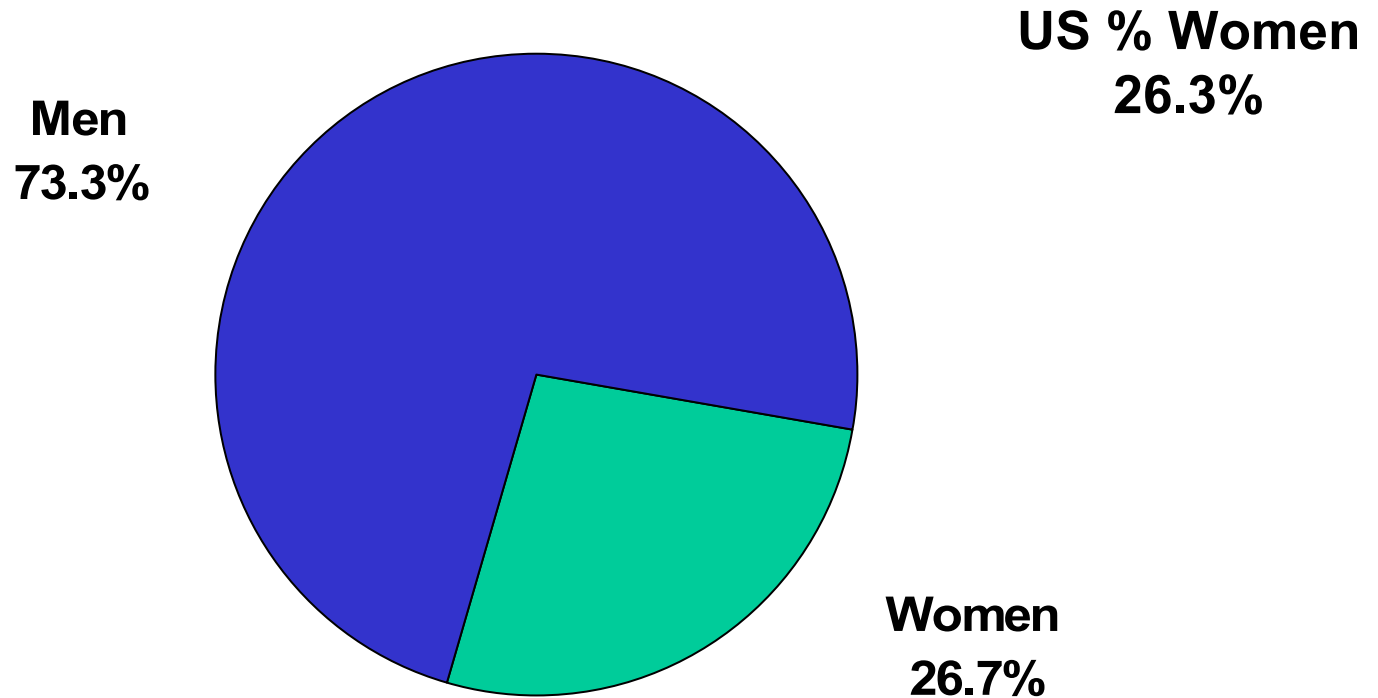
# NJ Has More International Graduates

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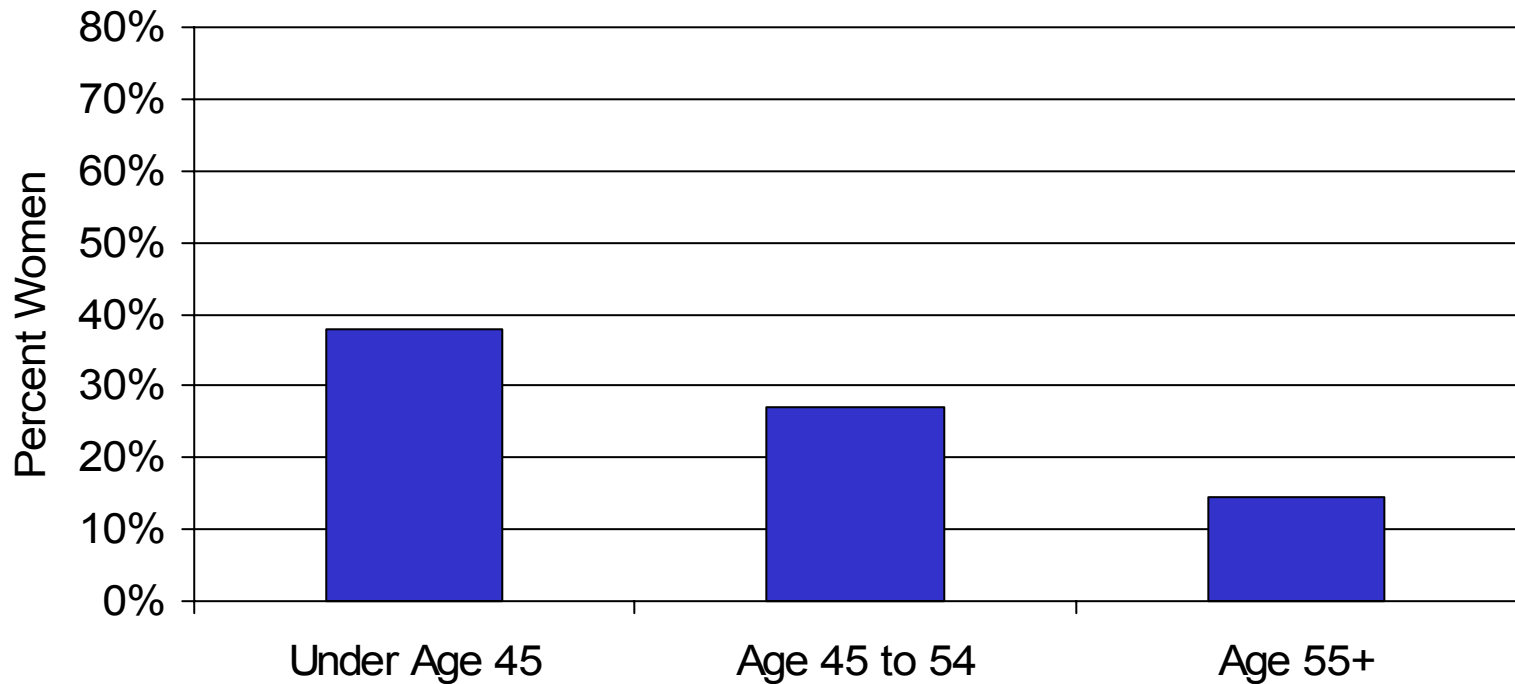
# Predominantly Male Workforce

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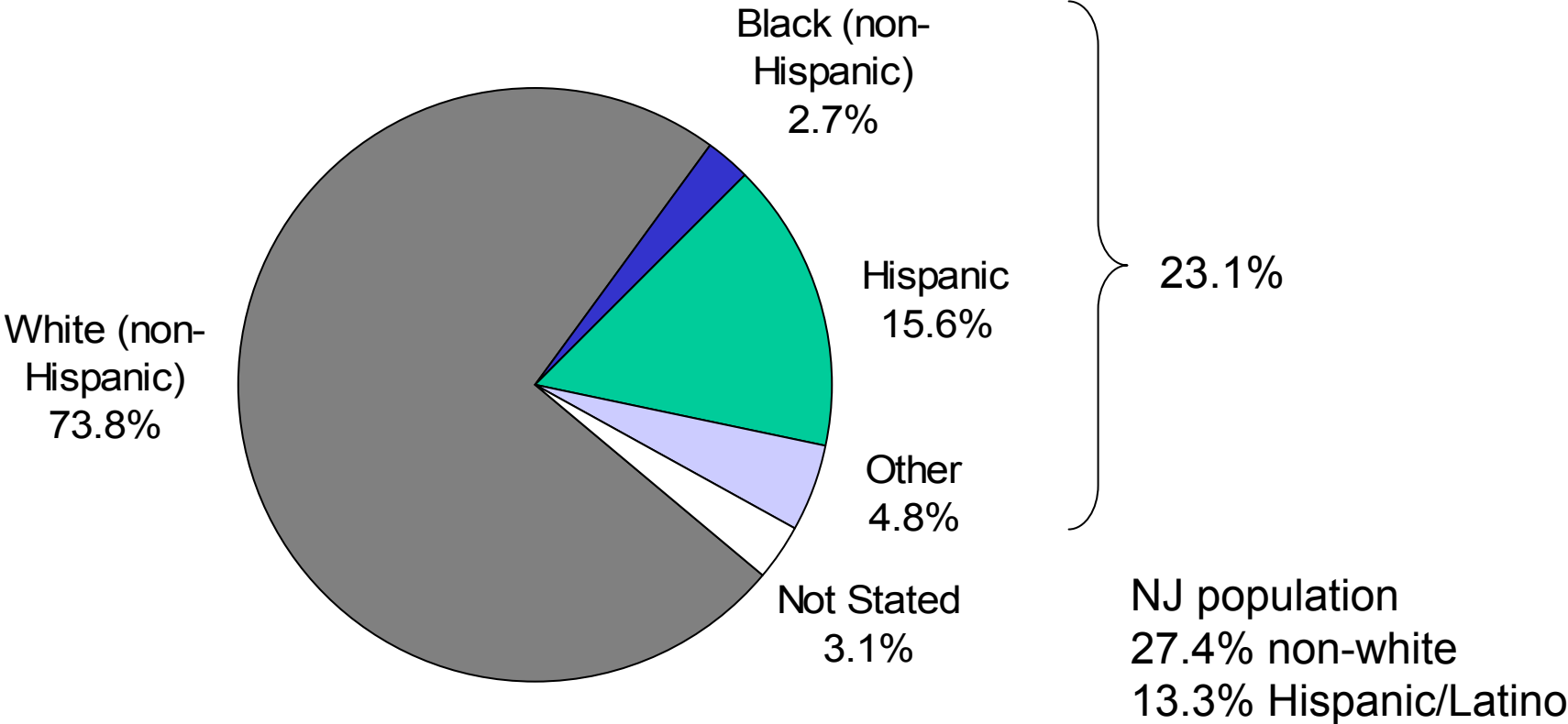
# Younger Physicians More Likely to be Women

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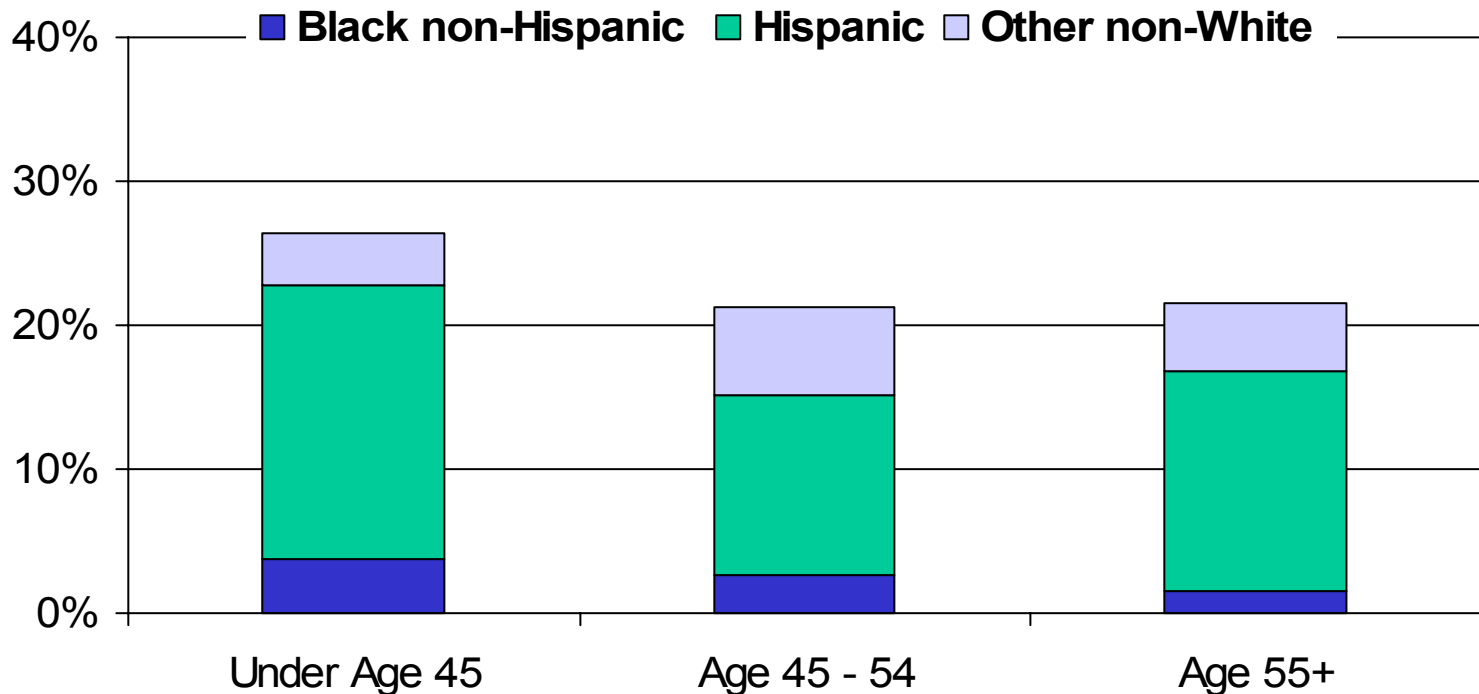


# Predominantly White Workforce

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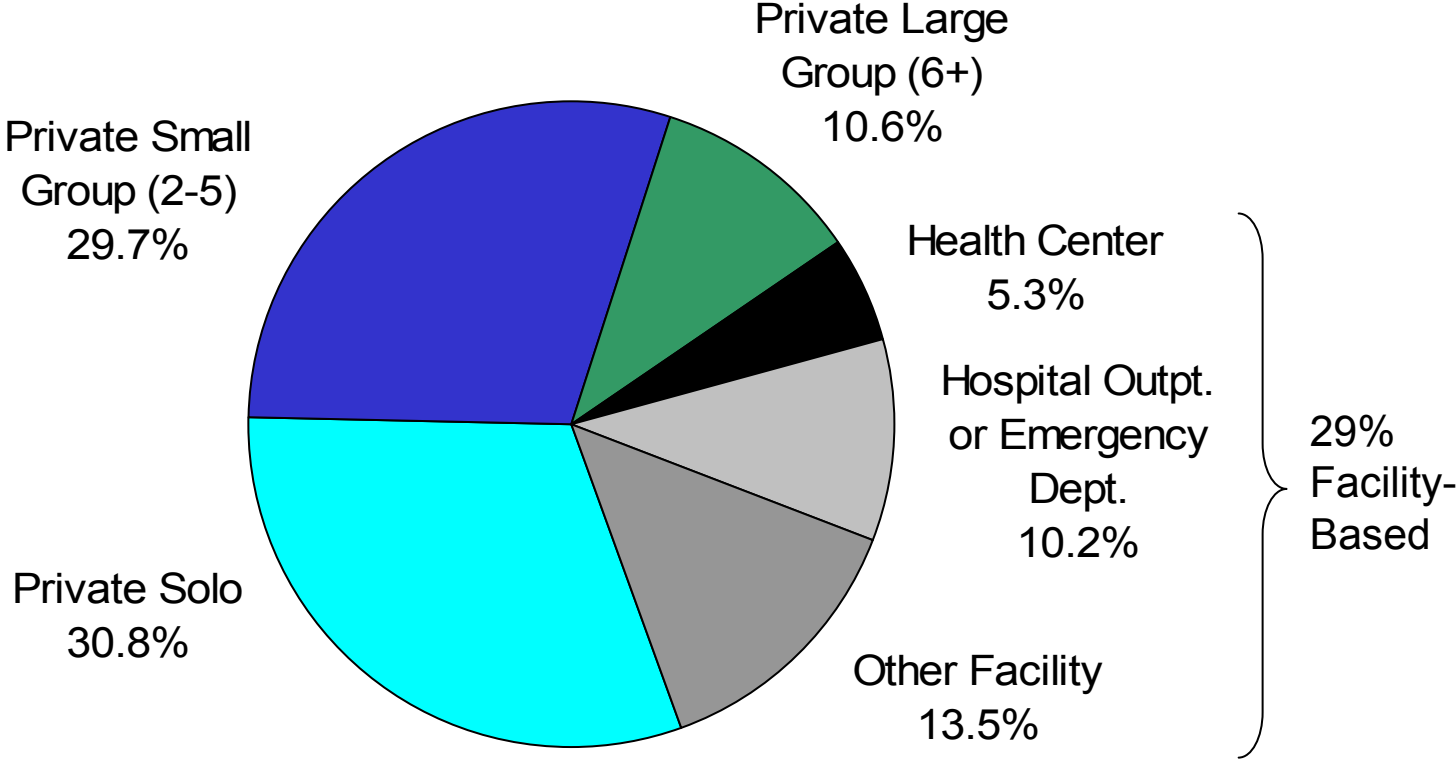


# Younger Physicians More Likely to be Non-White

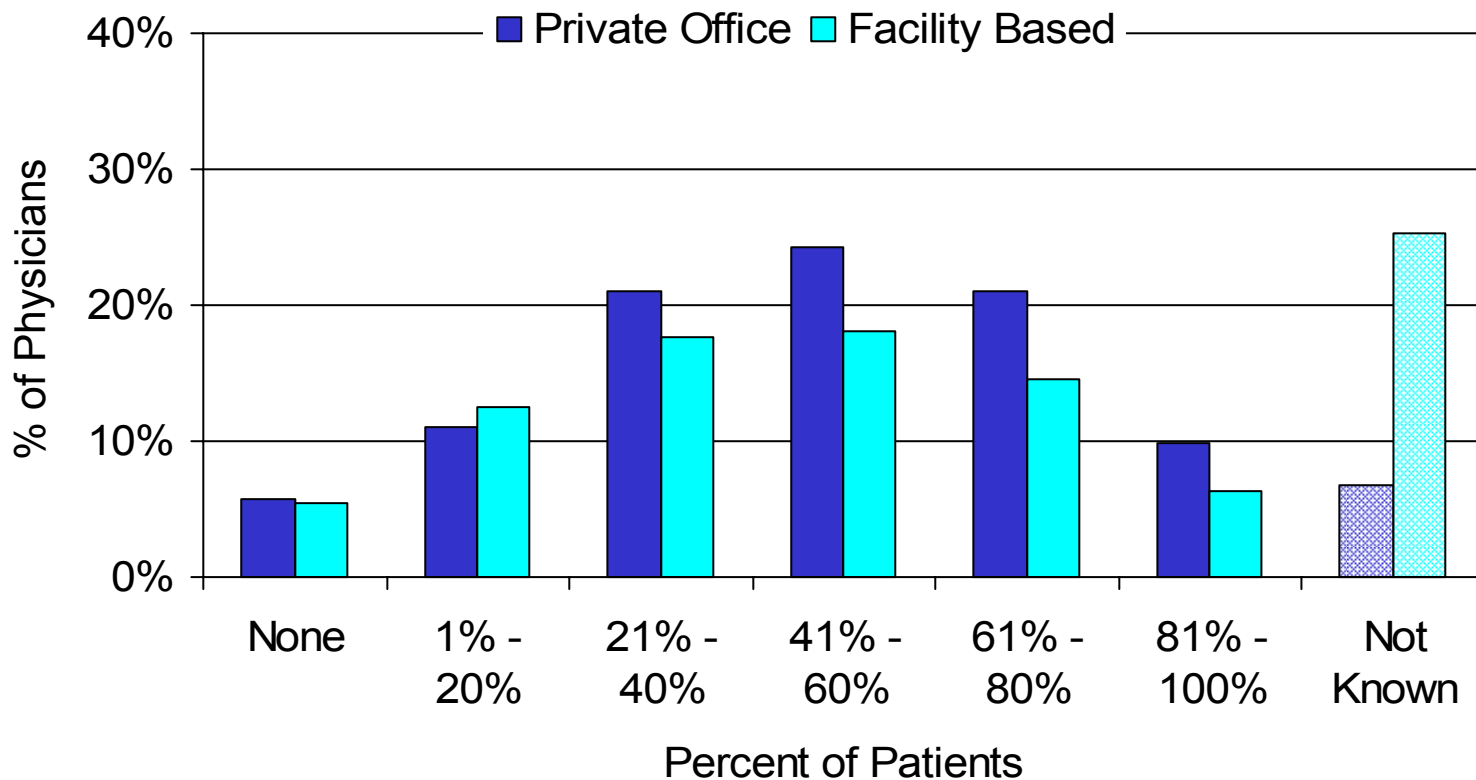


# Practice Arrangements

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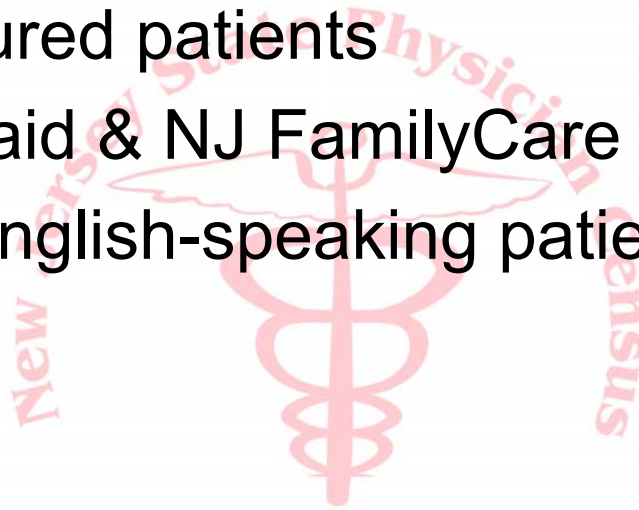


# Extent of Managed Care



# ***Service to Traditionally Underserved***

- Uninsured patients
- Medicaid & NJ FamilyCare patients
- Non-English-speaking patients

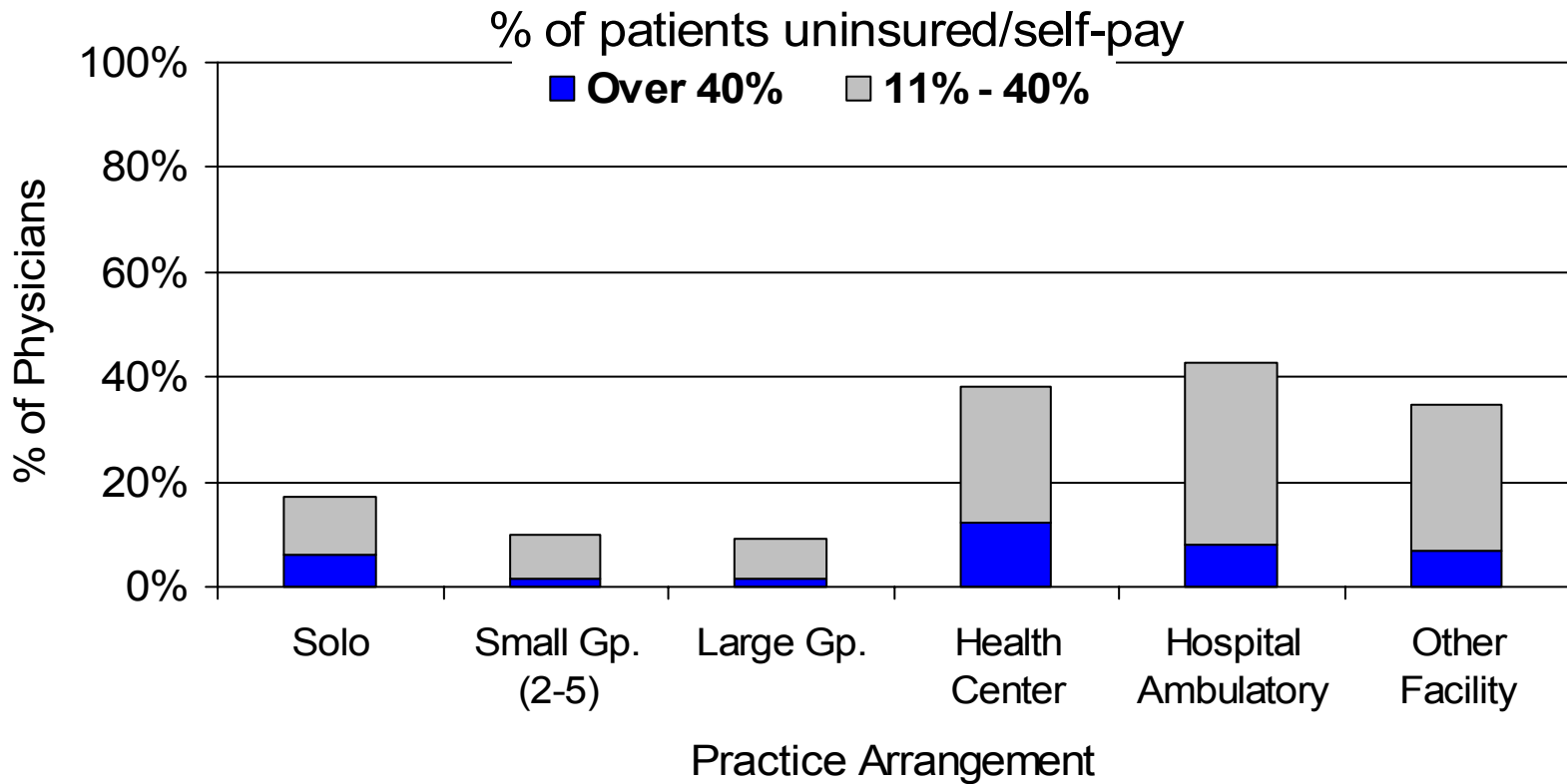


# Physician Characteristics and Service to Underserved Populations

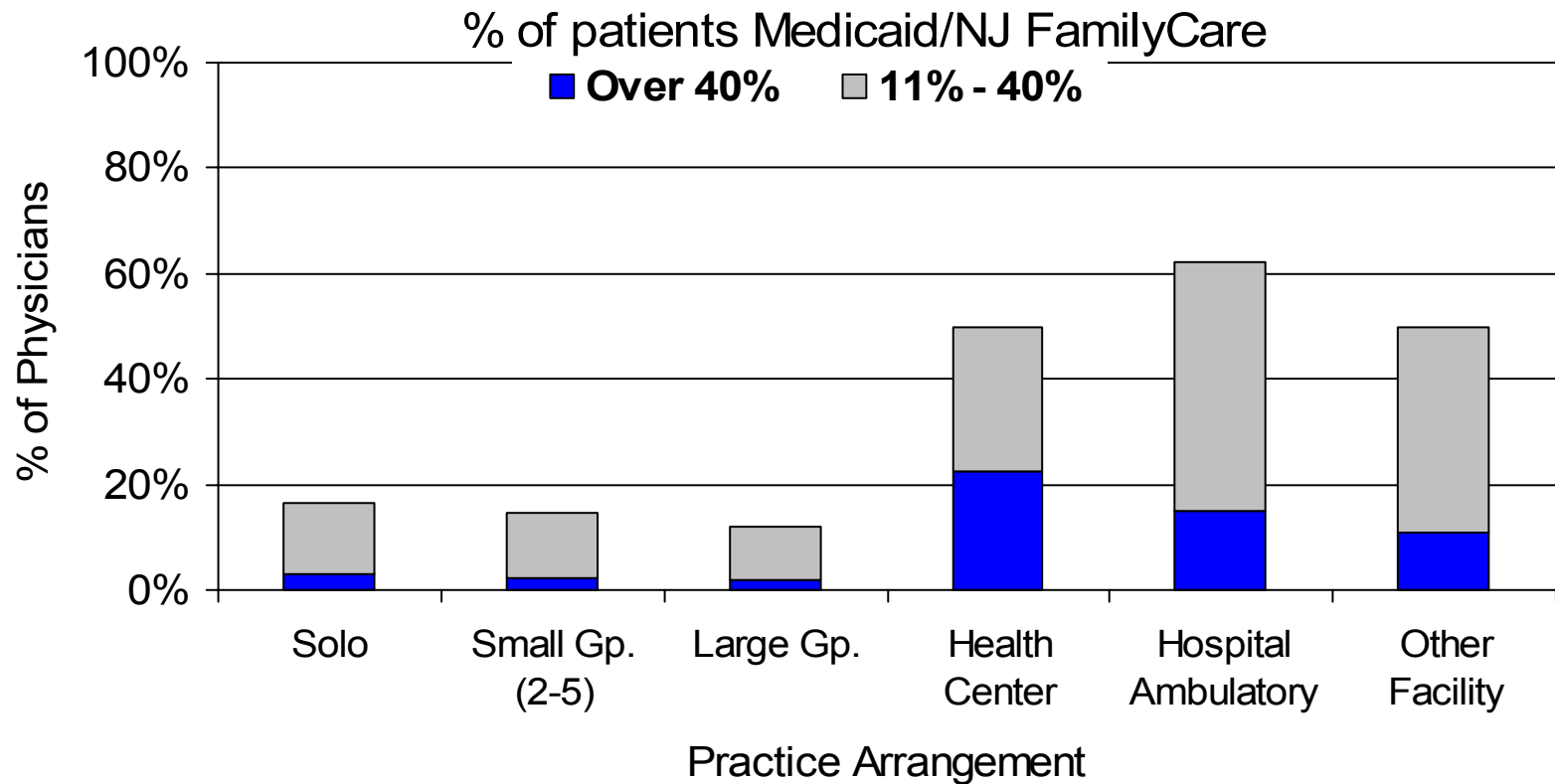
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	<b><i>PHYSICIAN CHARACTERISTICS</i></b>			
<b>Patient Characteristics</b>	<i>Facility Based</i>	<i>Managed Care</i>	<i>Foreign Born</i>	<i>Minority</i>
Uninsured	+	-		
Medicaid/NJ FamilyCare	+	<b>Less if no MC</b>	+	+
Non-English Language	+	<b>More if no MC</b>	+	+

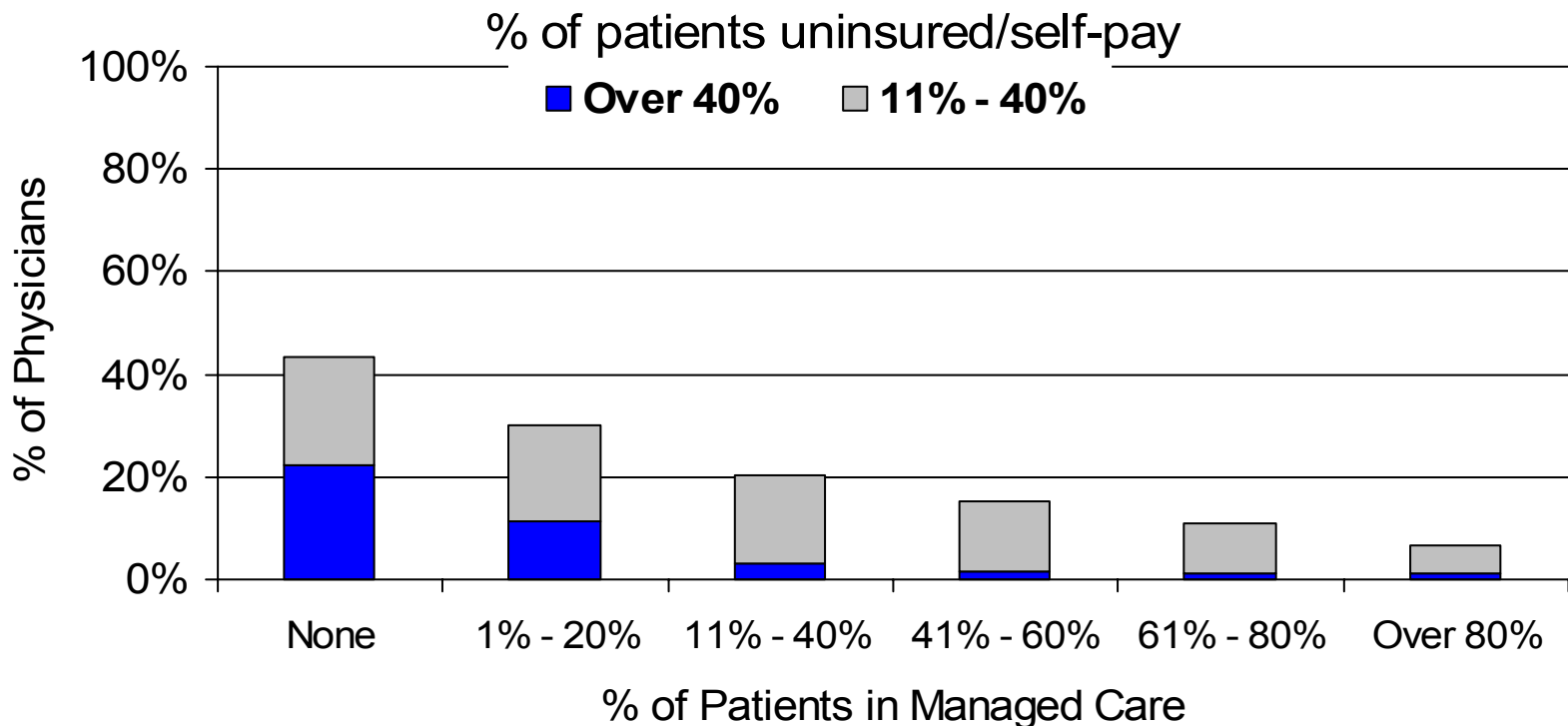
# Facility-Based Physicians Most Likely to Serve Uninsured Patients



# Facility-Based Physicians Most Likely to Serve DHS Patients

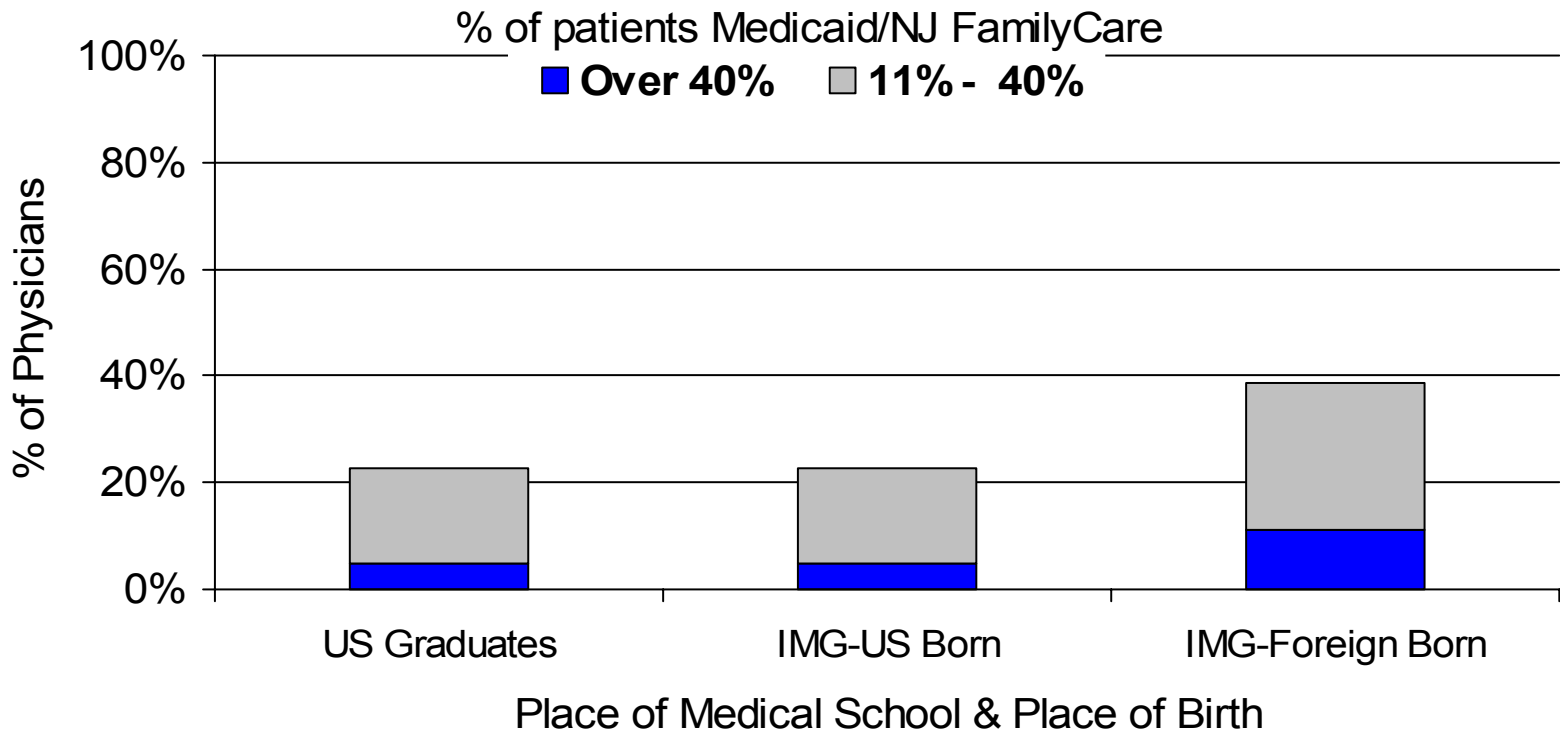


# Managed Care Associated with Less Service to Uninsured Patients

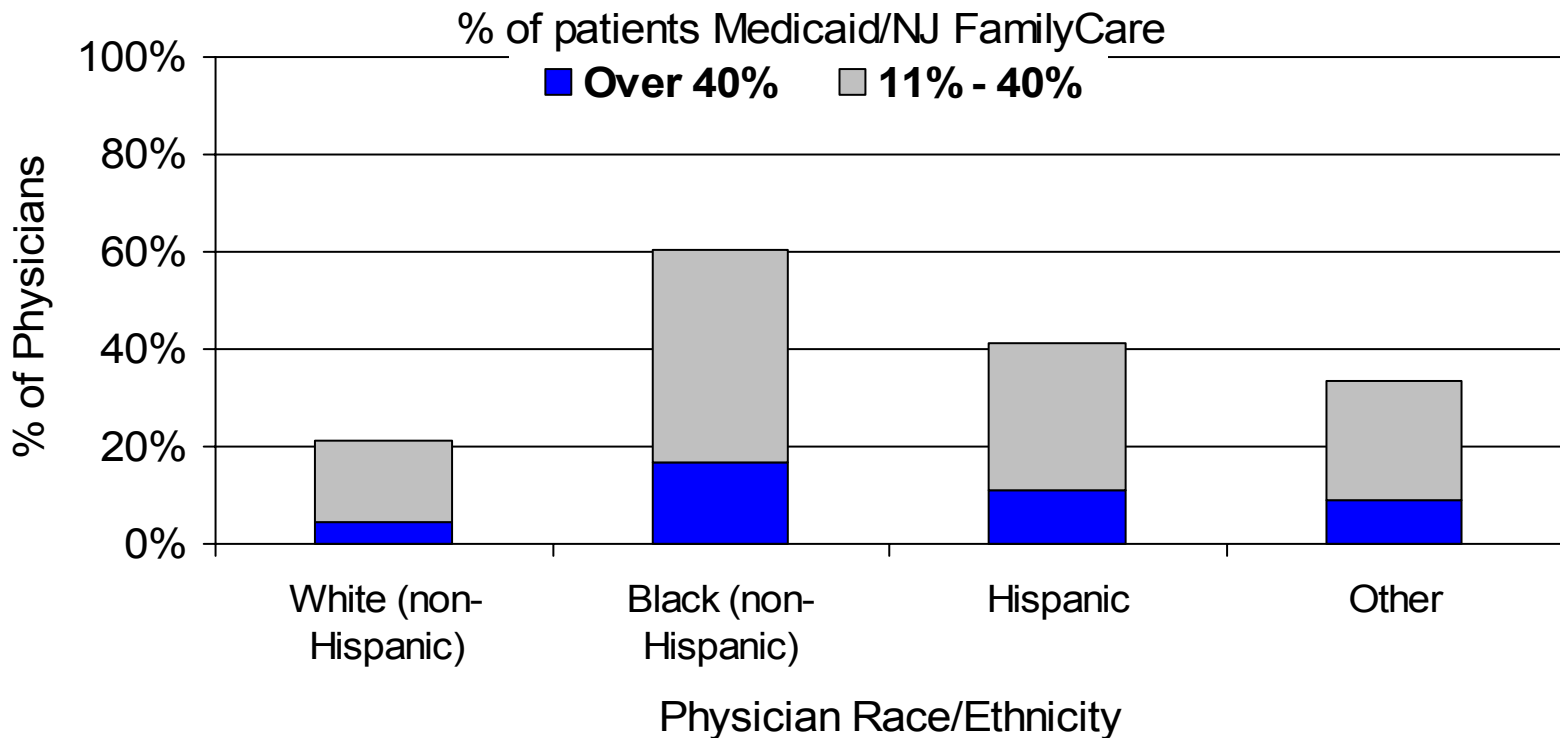


**NOTE: Unknown % managed care patients not shown.**

# Foreign-Born Physicians Most Likely to Serve DHS Patients

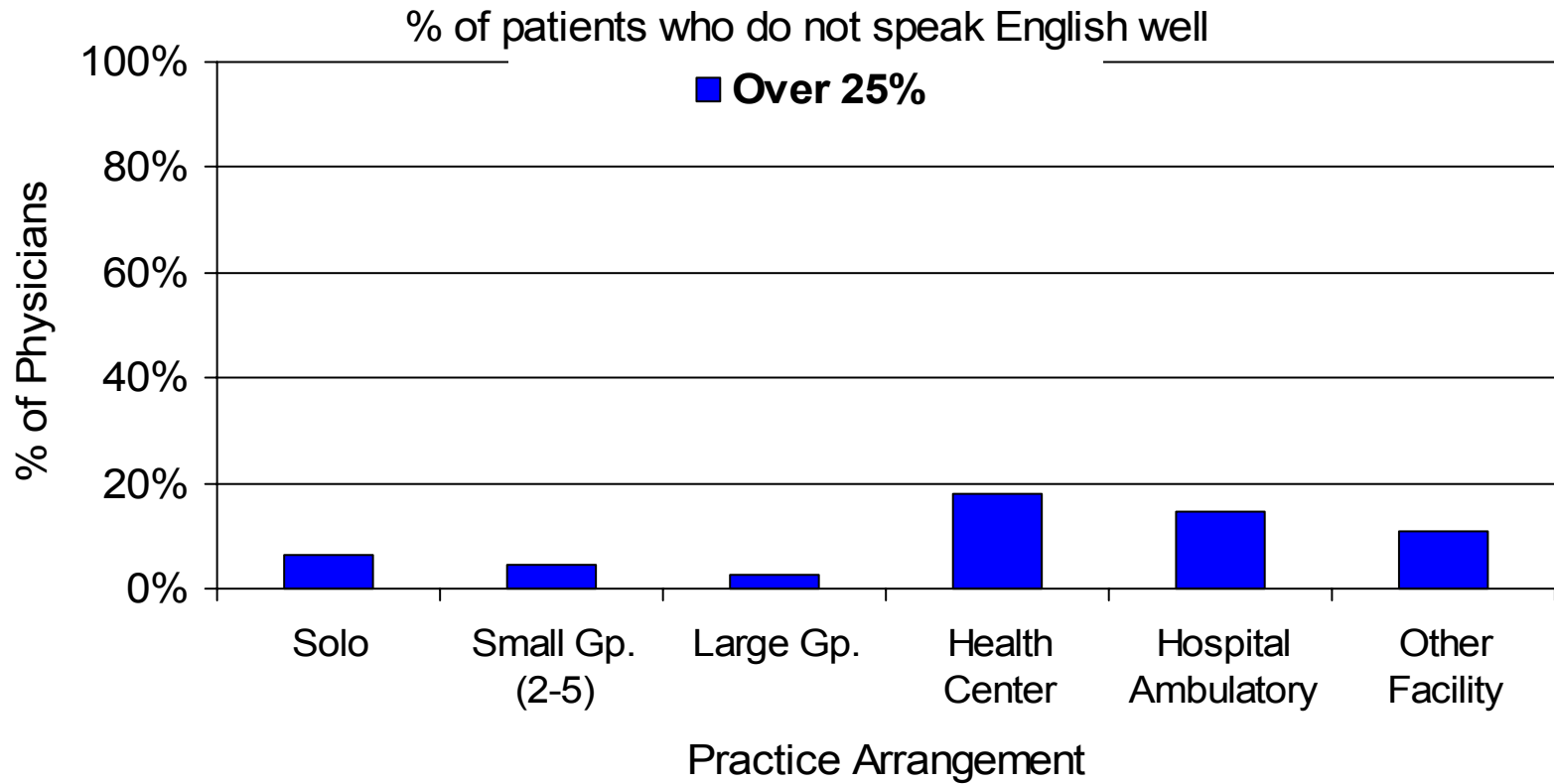


# Minority Physicians Most Likely to Serve DHS Patients

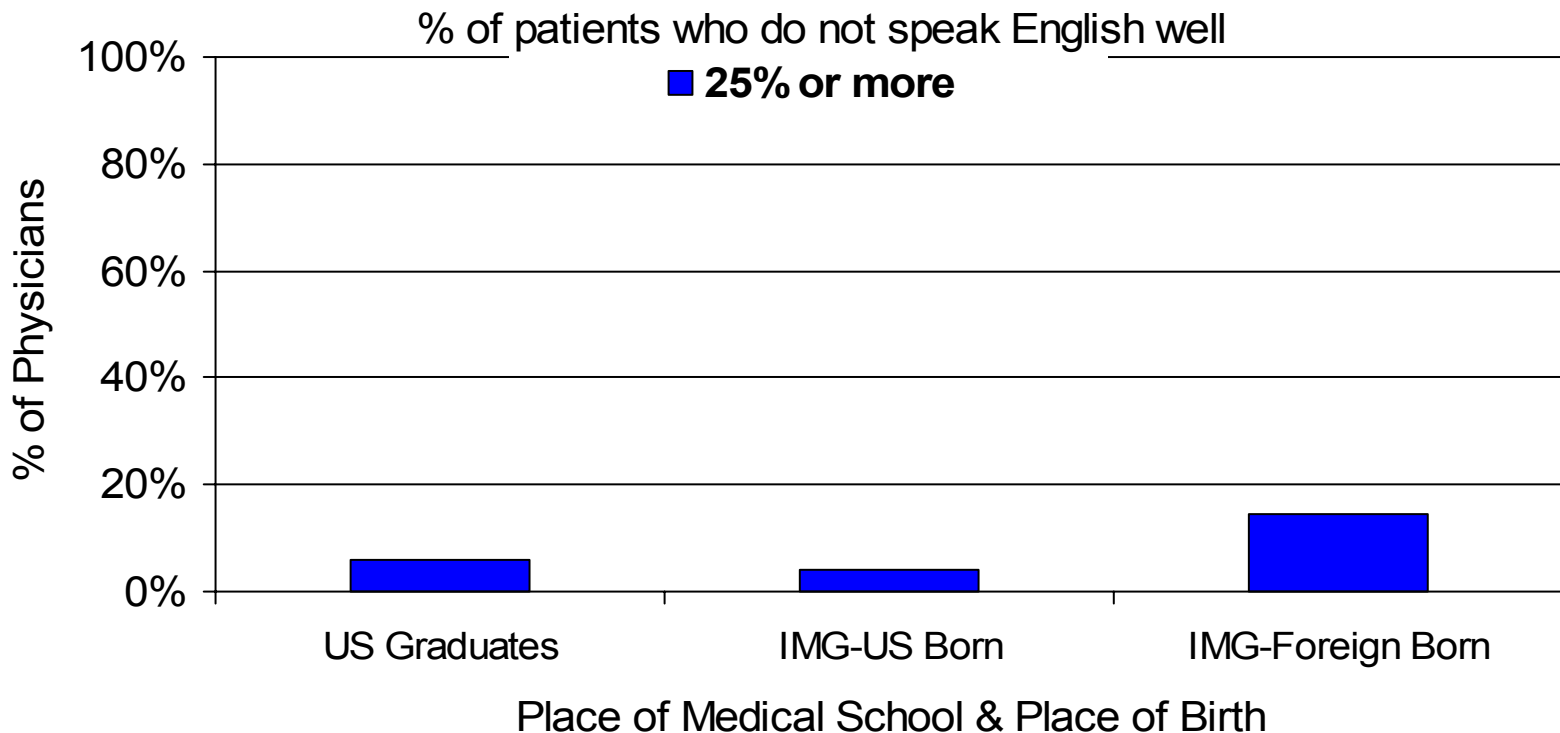


NOTE: Unstated physician race/ethnicity not shown.

# Facility-Based Physicians Serve More Foreign Language Patients



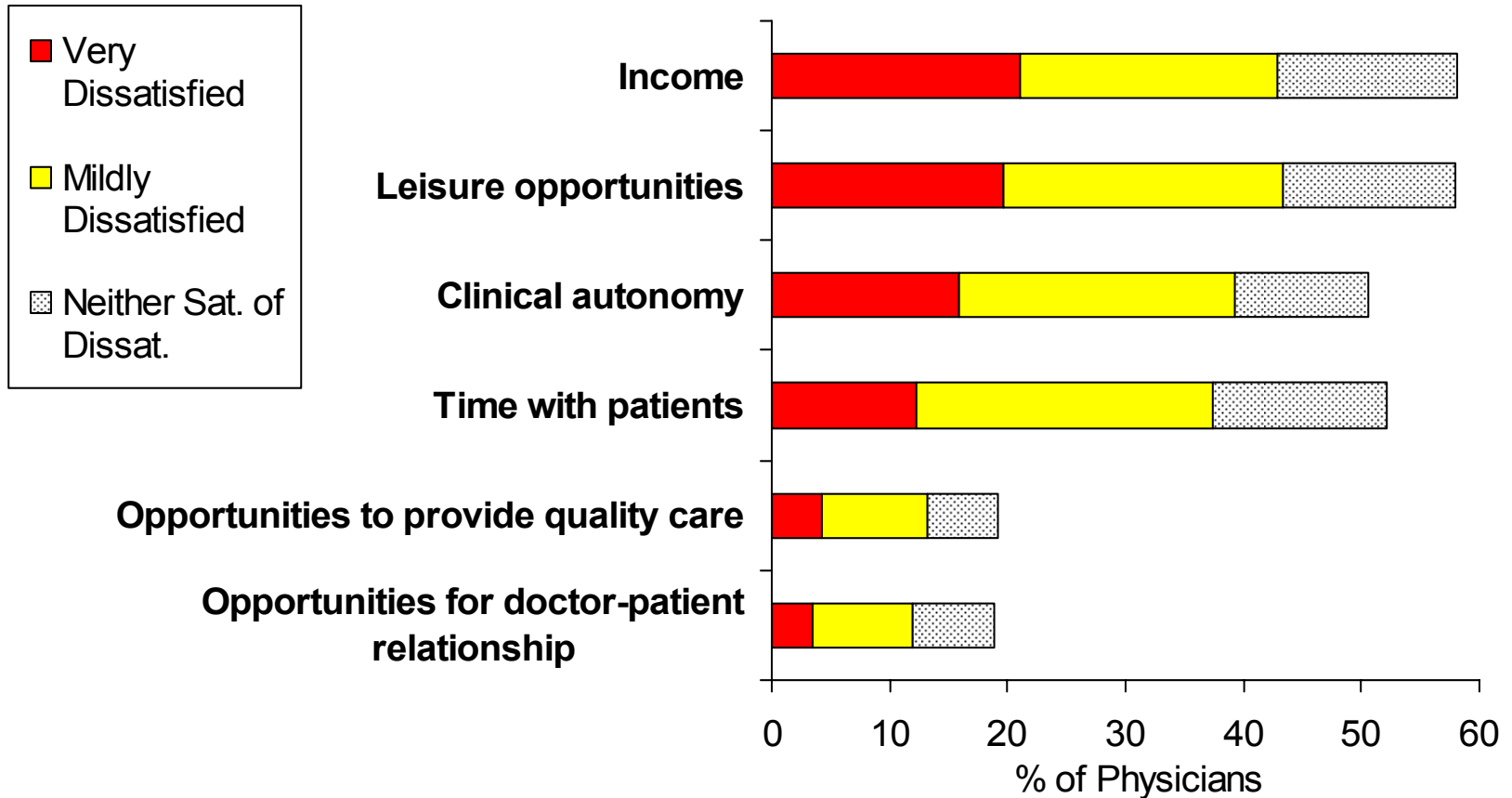
# Foreign-Born Physicians Serve More Foreign Language Patients



# Physician Satisfaction and Future Plans



# Physician *Dissatisfaction*



# Physician Satisfaction Scores

1=Very Dissatisfied ... 5=Very Satisfied

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	Mean	
Income	2.89	} <b>“Personal”</b> <b>2.91</b>
Leisure	2.92	
Autonomy	3.14	} <b>“Patient Care”</b> <b>3.60</b>
Time with patients	3.16	
Quality of care	4.01	
Doctor-Patient relationship	4.07	

# Which Physicians Express More “Personal” (income & leisure) Satisfaction?

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- Less managed care
- Youngest and oldest
- Facility-based
- Some specialties

# Which Physicians Express More “Patient Care” Satisfaction?

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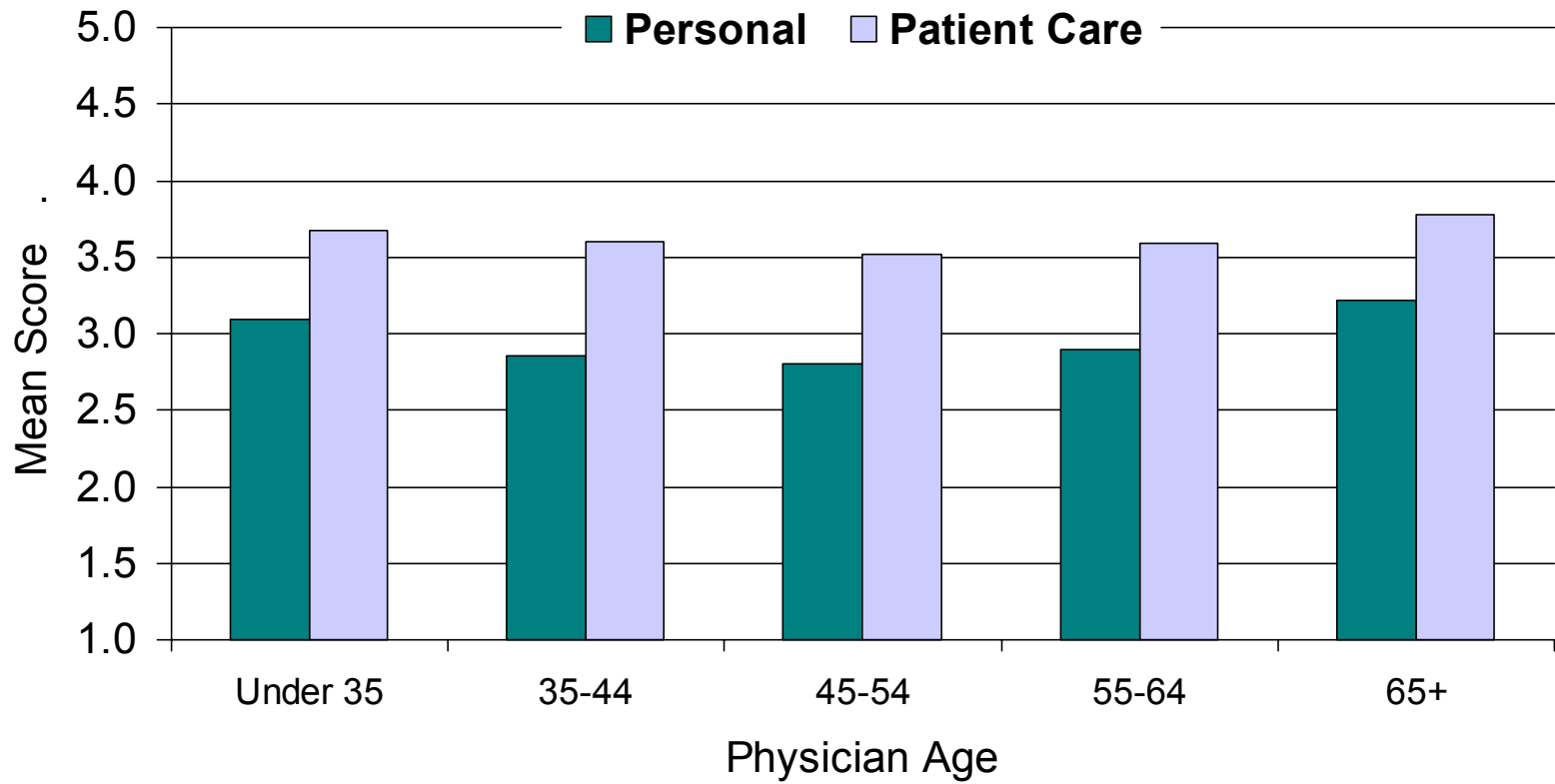
- Youngest and oldest
- Women
- Black and Hispanic
- International medical graduates, foreign born

# Which Physicians Express More “Patient Care” Satisfaction? (continued)

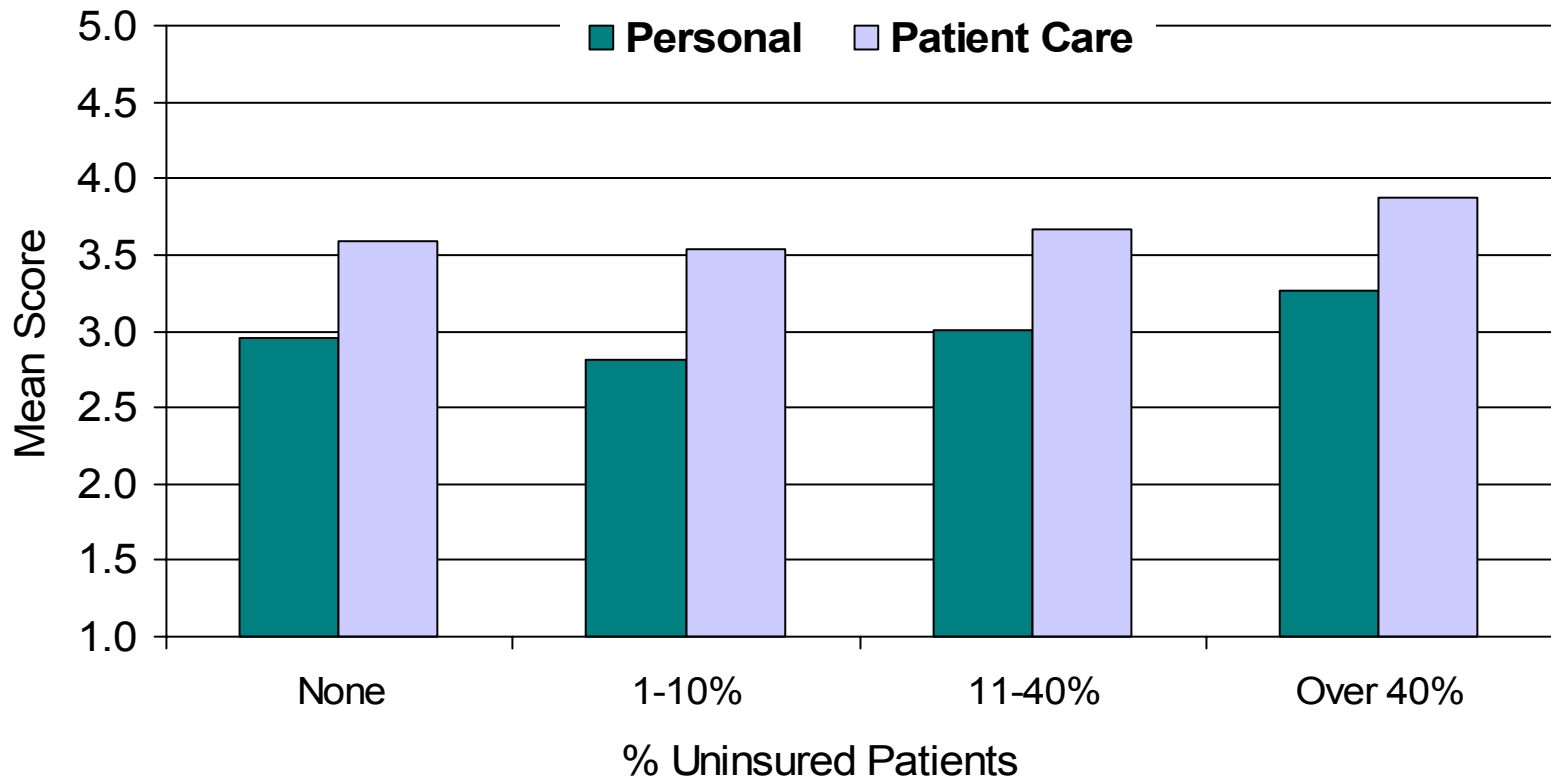
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- More uninsured patients
- More Medicaid/NJ FamilyCare patients
- Fewer non-English-speaking patients
- Some practice settings
- Some specialties

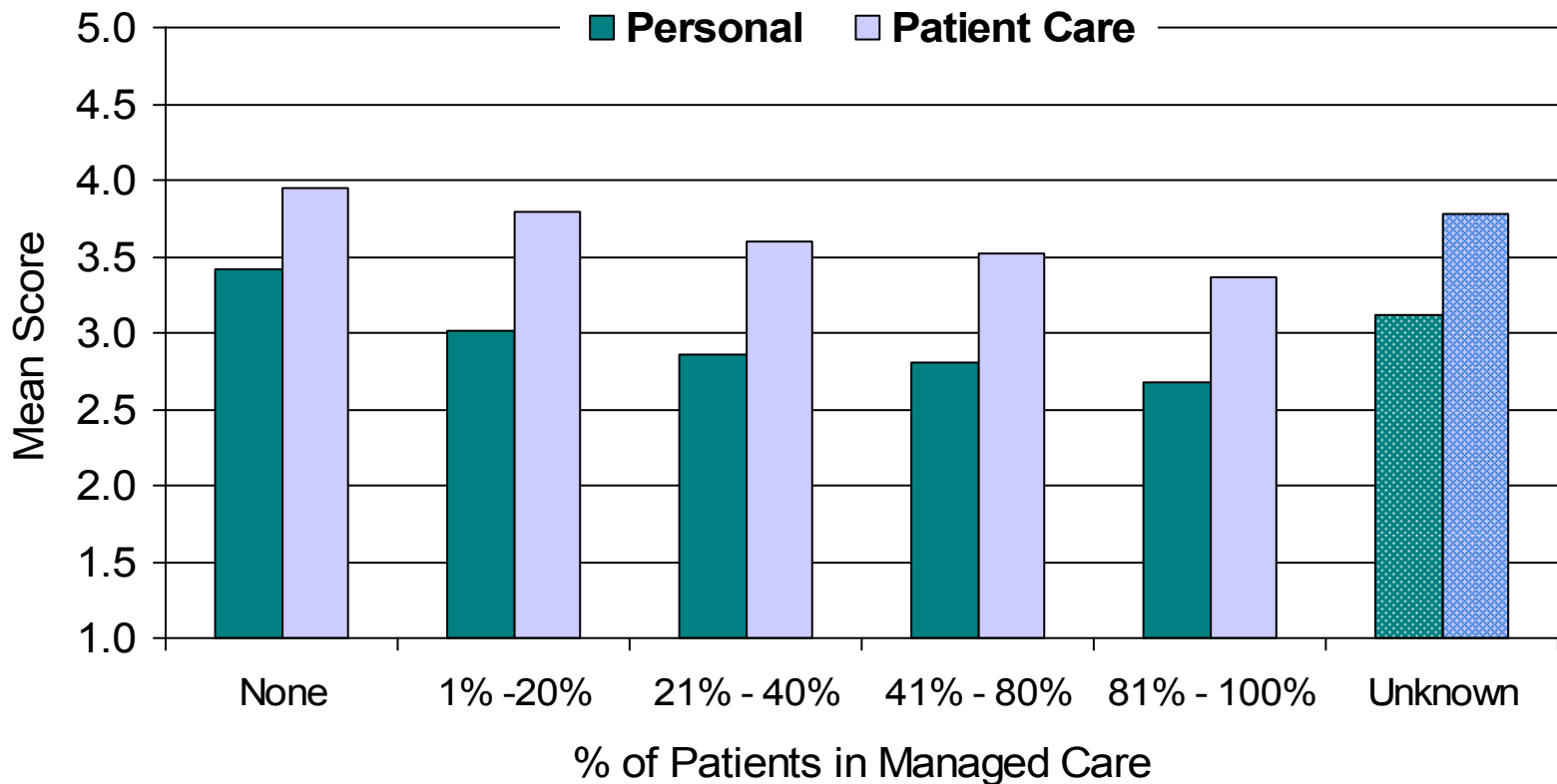
# Higher Satisfaction among Youngest and Oldest Physicians



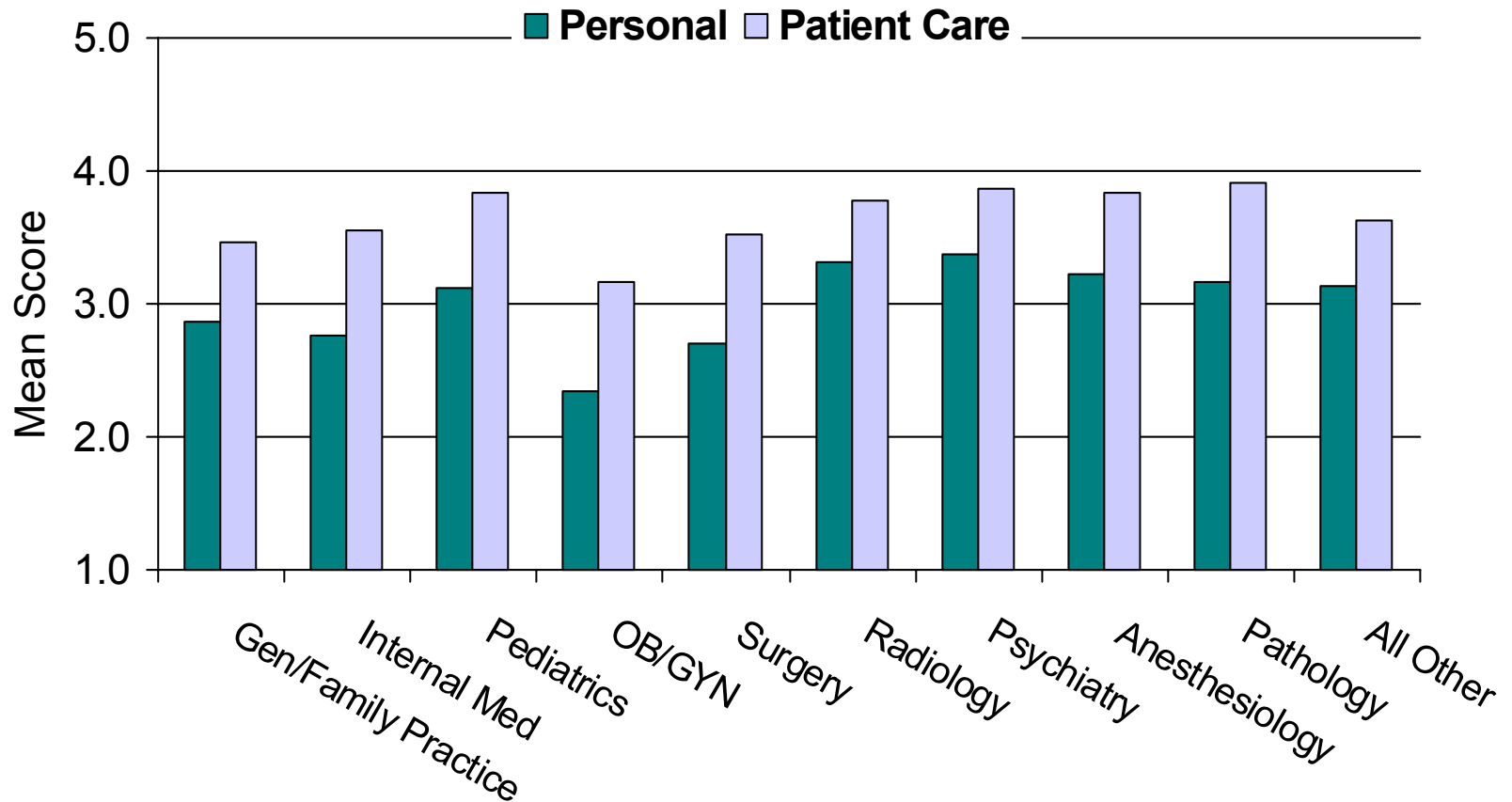
# Higher Satisfaction Among those Serving More Uninsured Patients



# Higher Satisfaction With Smaller Share of Patients in Managed Care

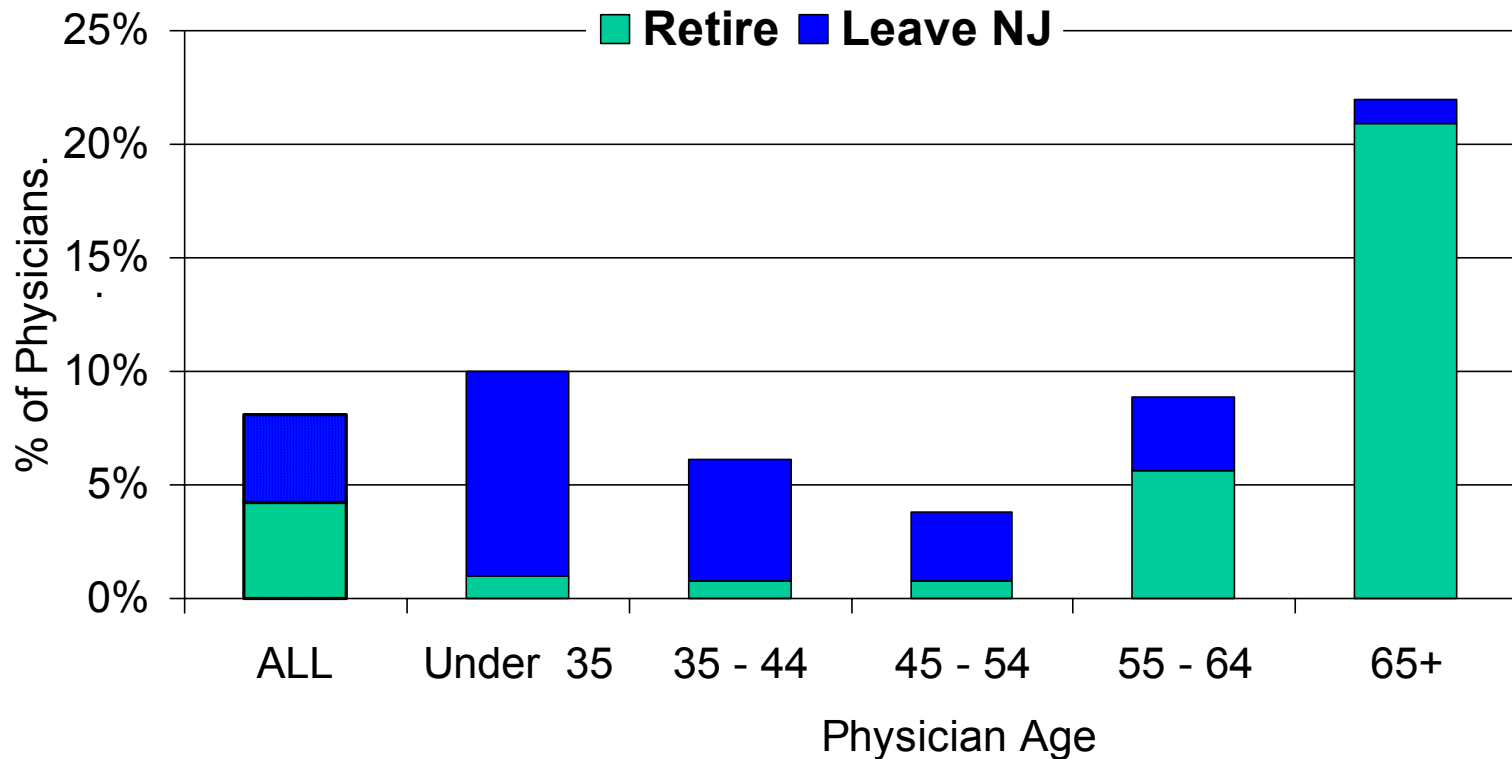


# Lowest Satisfaction for OB/GYN & Surgery



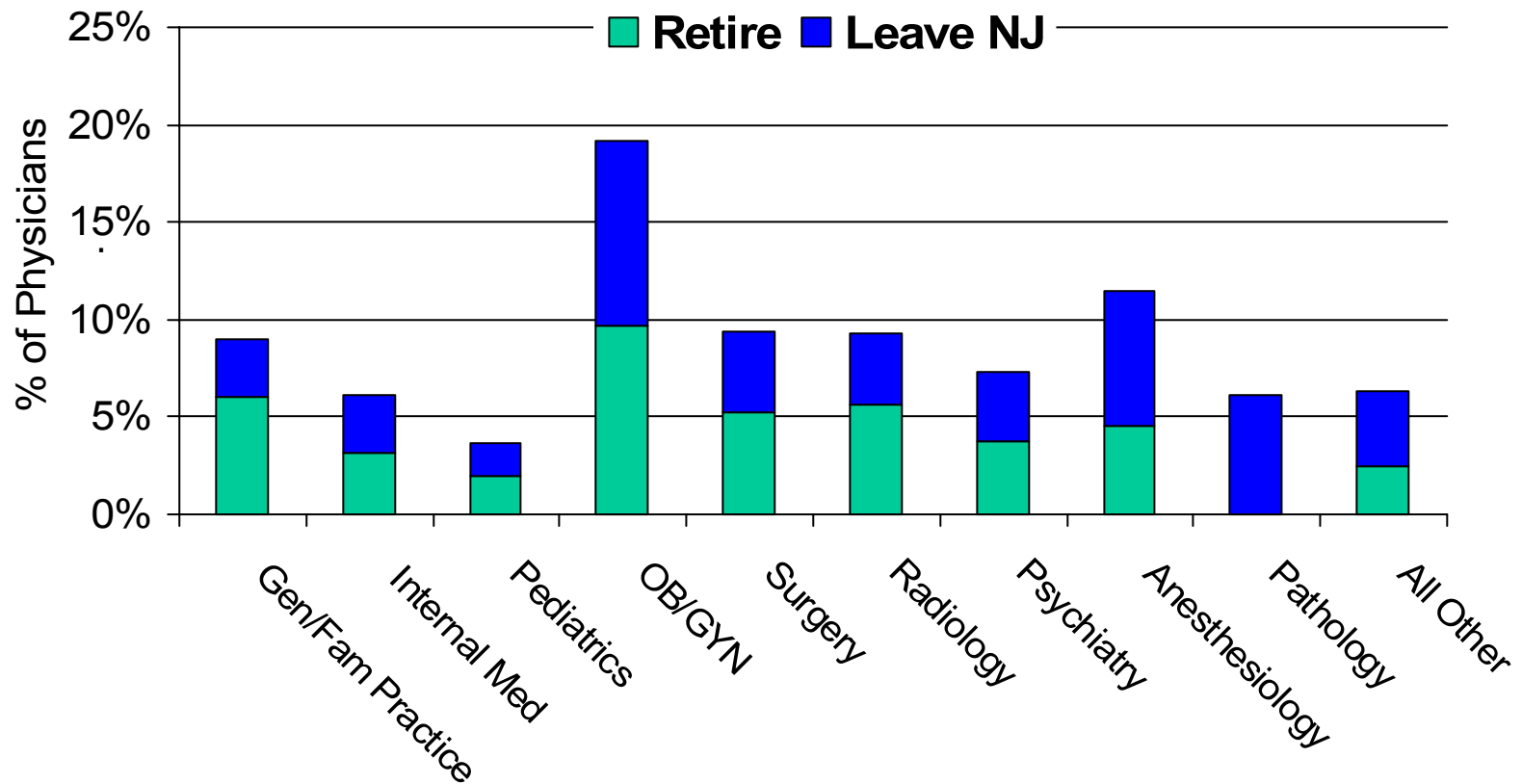
# Physician Plans within 24 Months...

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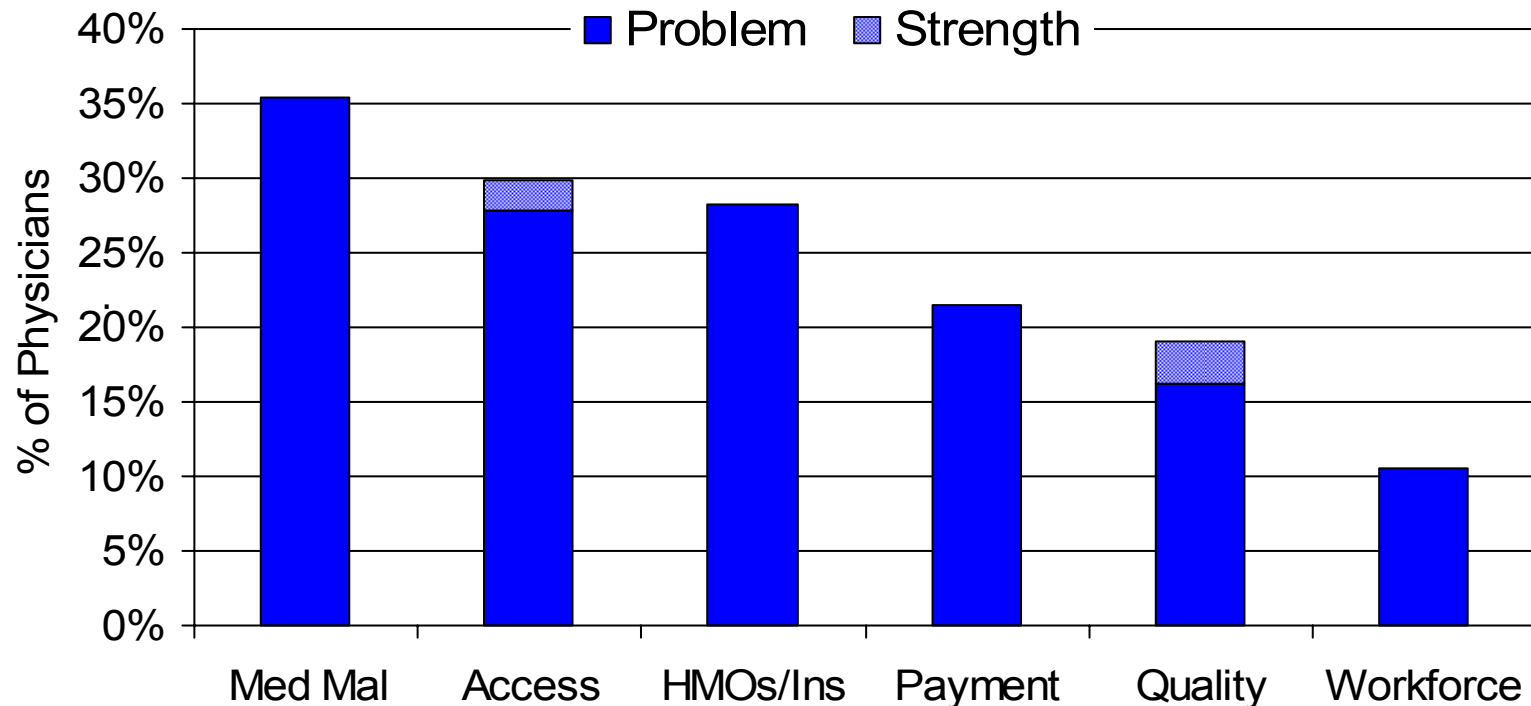
# OB/GYN Most Likely to Report Plans to Retire or Leave NJ

Anesthesiology Also More Likely



# Physician Comments on Quality & Accessibility of Care in NJ

Limited to 22.1% of Respondents (n=1,260) who Replied



Note: Not mutually exclusive, multiple responses accepted.

# Physician Comments...

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“The undertone of physician dissatisfaction has exploded this year. ... This should be watched closely as well as the reasons why.”

“... OBGYN doctors need to be able to practice in NJ without being driven out of business by high malpractice premiums.”

“...increased malpractice rates will make me retire earlier than I first planned.”

# Physician Comments...

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“Insurance companies- paperwork, low payments, no payments- have had a very negative impact on my practice.”

“Liability cost and accessibility plus the bureaucratic burden of paperwork, loss of control, and decreasing income are driving many physicians out of practice, and discouraging the best and brightest from entering the profession. Malpractice availability will force me to change who I treat in the future. I will drop OB services to my poorer population.”

# ***Conclusions***





# Conclusions

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- 19,392 NJ patient care physicians
- Growing diversity
- Lower percentage primary care
- Predominantly solo and small group practice



# Conclusions

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- Facility-based physicians have large role in care for vulnerable groups
- Physicians serving vulnerable groups have equal or greater “patient care” satisfaction



# Conclusions

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- Significant dissatisfaction and reported plans to leave/retire among OB/GYNs and some others
- Many focus on difficulties with malpractice, payment, and managed care



# One More Physician Comment...

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“I think New Jersey has [among]...the best quality and accessibility of health care in the US.”

*[www.cshp.rutgers.edu](http://www.cshp.rutgers.edu)*



# CSHP Project Team

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Margaret Koller



# **APPENDIX**

## **Survey Content**

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- Current work status
- Licensure and practice locations
- Practice activities and specialties
- Current practice organization
- Satisfaction and future plans
- Patient care patient mix
- Patient demographics & language
- Engagement in managed care
- Knowledge/use of state stop-smoking resources
- Use of information technology
- Continuing medical education
- Office-based surgery
- Physician demographics

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