

# The cost of hiring locum tenens for your practice or facility

Filling an open physician position can take up to 240 days for specialty care and 180 days for primary care.<sup>1</sup> However, physician vacancies don't have to linger that long. Locum tenens staffing allows facilities to develop a more sustainable cost-benefit ratio.



## Maintaining physician revenue

Physicians are revenue generators, so when positions remain open for prolonged periods, healthcare organizations suffer financially. To prevent revenue loss, 46% of healthcare organizations use locum physicians to fill the gap.<sup>2</sup> Many healthcare organizations are finding that it makes more financial sense to bring in a locum provider than not to have coverage at all.



Staff turnover or retirement, however, aren't the only reasons healthcare facilities partner with locum tenens staffing agencies. Vacations, family and medical leave, and spikes in census also drive demand for clinicians. In these scenarios, short-term contracts make more fiscal sense than expanding permanent staff.

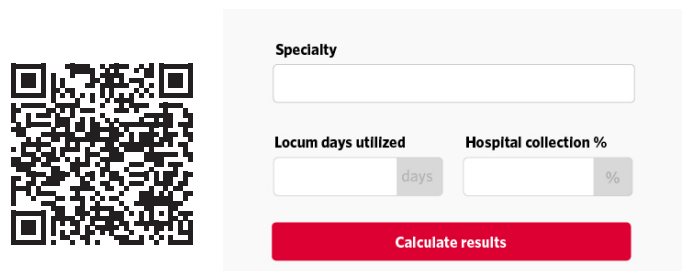
## Calculating the cost and revenue of locum tenens

The actual cost of hiring a locum provider varies depending on the locum tenens staffing agency you work with. For Weatherby Healthcare, costs include:

- Physicians' pay
- Travel and housing
- The cost of covering the physicians' malpractice insurance
- Agency fees

In return, your facility or practice will produce revenue when you bill correctly for the services locum tenens physicians provide. On average, most facilities make money rather than lose it when hiring locum physicians to fill a gap.

## Estimate your locum tenens revenue here:



Specialty

Locum days utilized  days

Hospital collection %  %

**Calculate results**

## Locums to permanent physician recruiting

While recruiting remains a challenge due to the physician shortage, hiring a locum tenens physician is another way to vet a potential candidate who may be interested in joining your team. A locum contract buyout is an option if both you and the physician find the arrangement mutually beneficial and want to transition them to permanent status. Seeing how a physician performs at your facility on a temporary assignment erases many of the questions about quality and culture fit a typical recruitment process can't always answer.

To learn more about the costs and benefits of using locum tenens in your healthcare facility, call **954.343.3050** or visit [weatherbyhealthcare.com/staffing-solutions](https://weatherbyhealthcare.com/staffing-solutions)

1. AAPP 2023 Internal Physician and Provider Recruitment Benchmarking Report. <https://aappr.org/research/benchmarking/>

2. CHG Healthcare's 2024 State of Locum Tenens Report. <https://chghealthcare.com/chg-state-of-locum-tenens-report>