



Weatherby
HEALTHCARE™

Attending to success

The comprehensive career
guide for new physicians.



> GETTING THE
COMPENSATION
YOU DESERVE

> COMMON
CONTRACT PITFALLS

> LOCUM TENENS
TAXES, TIPS, AND
ADVANTAGES

> WHY PHYSICIANS ARE
CHOOSING LOCUMS

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It's a complicated time to be a physician.

THE CURRENT LANDSCAPE FOR PHYSICIANS

For residents and fellows preparing to enter the workforce as full-fledged attending physicians, there are reasons for both optimism and concern. While physicians are in high demand, the current healthcare landscape is also rife with challenges.

Rising care costs mean added strain on physicians.

Physicians feel pressured to do more with less amidst an ongoing staffing shortage, often leading to less time with each patient.

Many new physicians are in significant loan debt.

The skyrocketing cost of education has put more financial strain on the latest generation of physicians than ever before, leaving many graduates wondering how they'll ever escape debt.

\$250,000
average student loan debt for physicians

Source: American Medical Association, 2024



7%

increase in projected medical care costs by 2024

Source: PwC Health Research, 2024

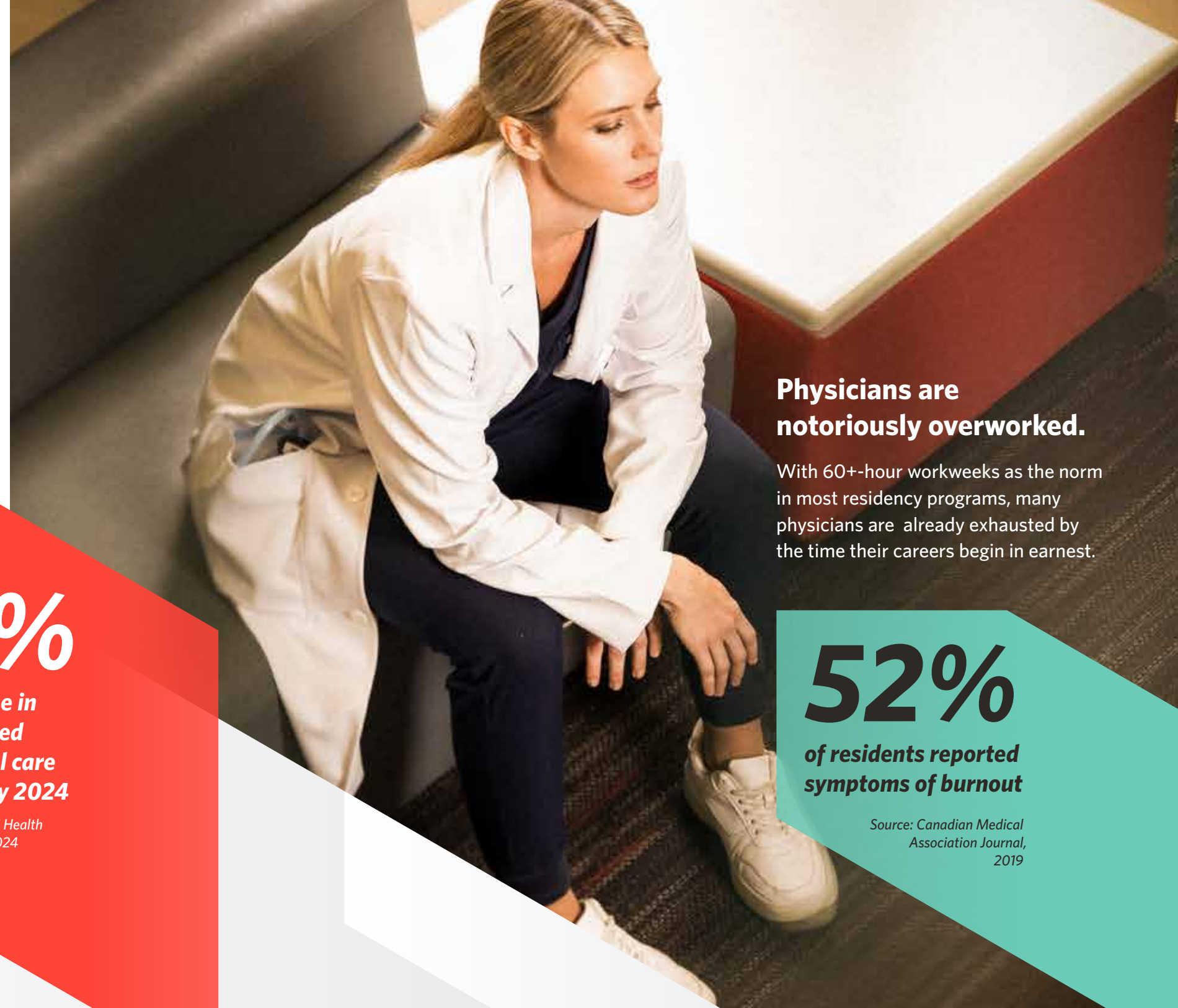
Physicians are notoriously overworked.

With 60+-hour workweeks as the norm in most residency programs, many physicians are already exhausted by the time their careers begin in earnest.

52%

of residents reported symptoms of burnout

Source: Canadian Medical Association Journal, 2019



How can this guide help?

Created by healthcare staffing industry experts, our goal is to help new physicians better understand their options and empower them to build more successful and fulfilling careers.



Create the lifestyle you want



Continue your personal and professional growth



Enjoy more meaningful work



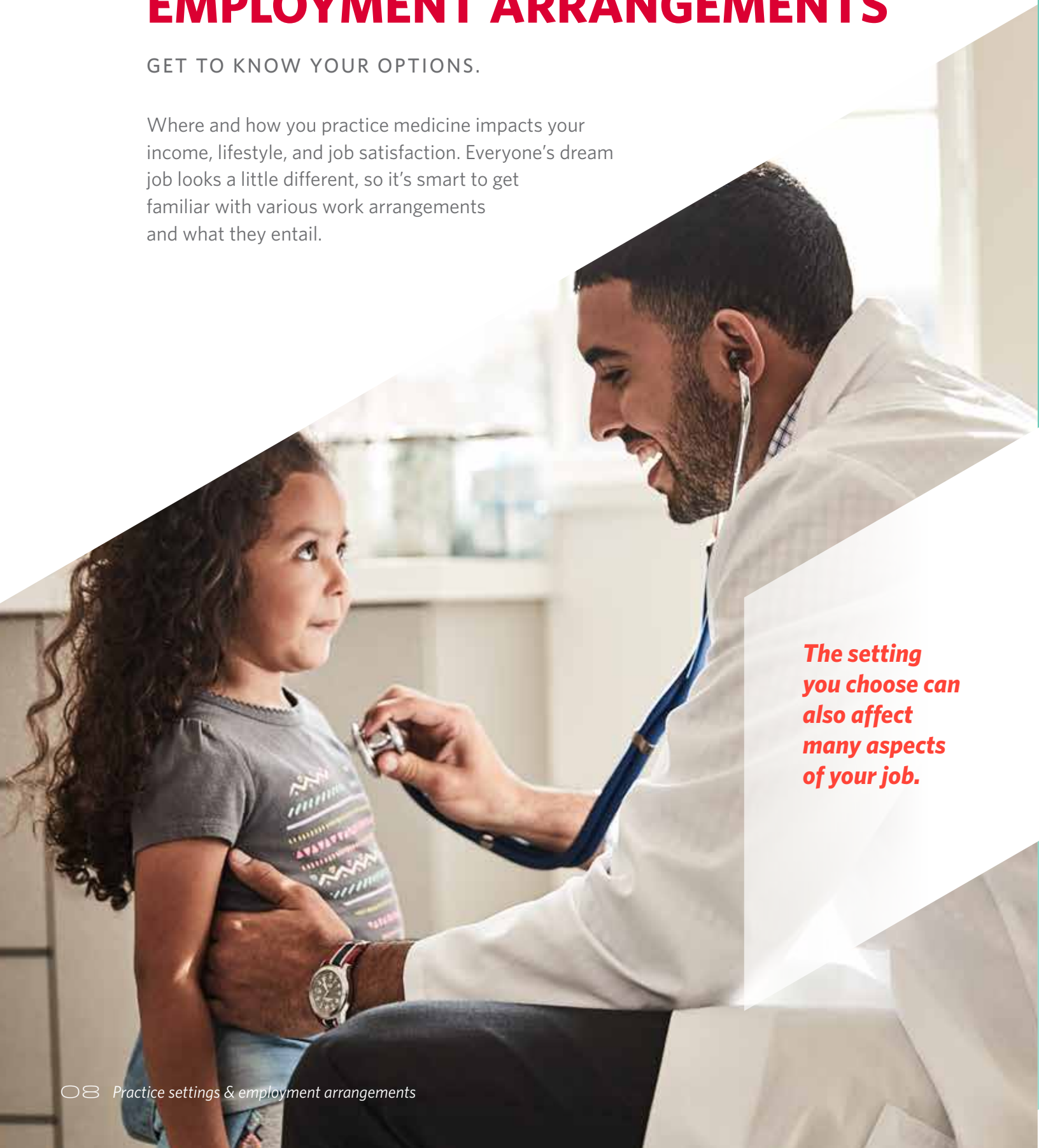
Learn more about Weatherby Healthcare.



PRACTICE SETTINGS AND EMPLOYMENT ARRANGEMENTS

GET TO KNOW YOUR OPTIONS.

Where and how you practice medicine impacts your income, lifestyle, and job satisfaction. Everyone's dream job looks a little different, so it's smart to get familiar with various work arrangements and what they entail.



The setting you choose can also affect many aspects of your job.



Private practice or group practice?

Private practice offers undeniable potential for entrepreneurial physicians. However, working with a group or healthcare system usually offers more stable income and fewer compliance concerns.

Private practice advantages

- Maximum autonomy and flexibility
- Entrepreneurial opportunities
- Theoretically unlimited growth

Possible tradeoffs

- No guarantee of stable income
- Many administrative responsibilities
- Less leverage with insurance companies

Group practice advantages

- Potentially higher profitability
- Better negotiating leverage with insurers
- Fewer administrative responsibilities

Possible tradeoffs

- More workplace dynamics to navigate
- Less autonomy and flexibility

Comparing hospitals

Most physicians work in hospitals, which are engaging environments with opportunities to learn from colleagues in diverse specialties.

Non-profit hospitals advantages:

- Mission-driven work focused on patients
- Philanthropic and community support
- Potentially higher job security

Possible tradeoffs

- Potentially lower compensation
- More bureaucracy & limited autonomy
- Less competitive technology & resources

Faith-based hospitals advantages:

- Mission-driven work focused on patients
- Philanthropic and community support
- Potentially higher job security

Possible tradeoffs

- Conflicts between personal beliefs & medical ethics
- Limited access to certain treatments or procedures
- Less autonomy & more oversight from religious authorities

For-profit hospitals advantages:

- Potentially higher compensation
- More streamlined decision-making
- Cutting-edge technology and facilities

Possible tradeoffs

- Potentially lower job security
- More vulnerable to market forces
- May prioritize profits over patient care

Academic hospitals advantages:

- Cutting-edge research and technology
- Opportunities for professional development
- Potentially higher salaries and better benefits

Possible tradeoffs

- Highly competitive with demanding expectations
- Possible bureaucratic challenges
- Administrative duties can distract from patient care

Other care environments and career options:

Urgent care centers

A dynamic environment where every day is different.

Retail clinics

Improve access to care among people who need it most.

Telemedicine

Ideal for physicians who want to work remotely.

Home health agencies

Treat patients in the comfort of their own homes.

Government health agencies

Contribute to critical public-health efforts



Employment arrangements

Permanent positions are the most common career choice for physicians, but they're not the only option. Working locum tenens as an independent contractor can combine the flexibility and higher earning potential of private practice with the stability of a permanent role.

Permanent employees

- Usually employed by hospitals, practice groups, or healthcare systems
- Receive regular W-2 salary with taxes automatically deducted from each paycheck
- Often includes benefits like malpractice coverage, healthcare, and retirement

Independent contractors

- May run their own practice or more commonly work with a staffing agency
- Responsible for their own taxes, health coverage, and retirement savings
- Typically work on a short-term basis from a single shift to several months

Important things to remember

Both options can coexist.

Many permanently employed physicians work locums as an extra source of income, and many full-time locums physicians later transition to permanent roles.

Independent doesn't mean alone.

Tax experts, CPAs, and financial advisors are valuable resources

for any physician, especially independent contractors who coordinate their own benefits.

Your agency matters.

Aside from securing top-tier assignments, a great locums agency will also streamline contract negotiations, travel arrangements, malpractice coverage, and more.

80%

of healthcare facilities used locum tenens staffing in the previous year

Source: 2018 NALTO survey



FINDING & SECURING A JOB

MAKE SURE YOUR HIREABILITY MATCHES YOUR CLINICAL SKILLS.

Making a great first impression with employers is its own skill set — one that will pay dividends throughout your medical career.

How to polish your CV:

Do



Include a cover letter

Focus on your employer's needs and mission and what you can bring to the organization.

Keep it concise

Aim for 2-3 pages max. Use a clean, simple design and easily legible fonts.

Highlight your achievements

Showcase your relevant skills and any publications, presentations, or awards.

Tailor it to each job

Use keywords from the job description, and show you understand the role.

Include relevant training

List all relevant education, including fellowships or other specialized training.

Keep it professional

Avoid slang or abbreviations, and proofread closely before submitting.

Don't



Include a photo

While common in some regions, it's against hiring norms in the U.S.

Include irrelevant information

Unless your role was important, skip long lists of conferences or extensive publication details.

Be generic

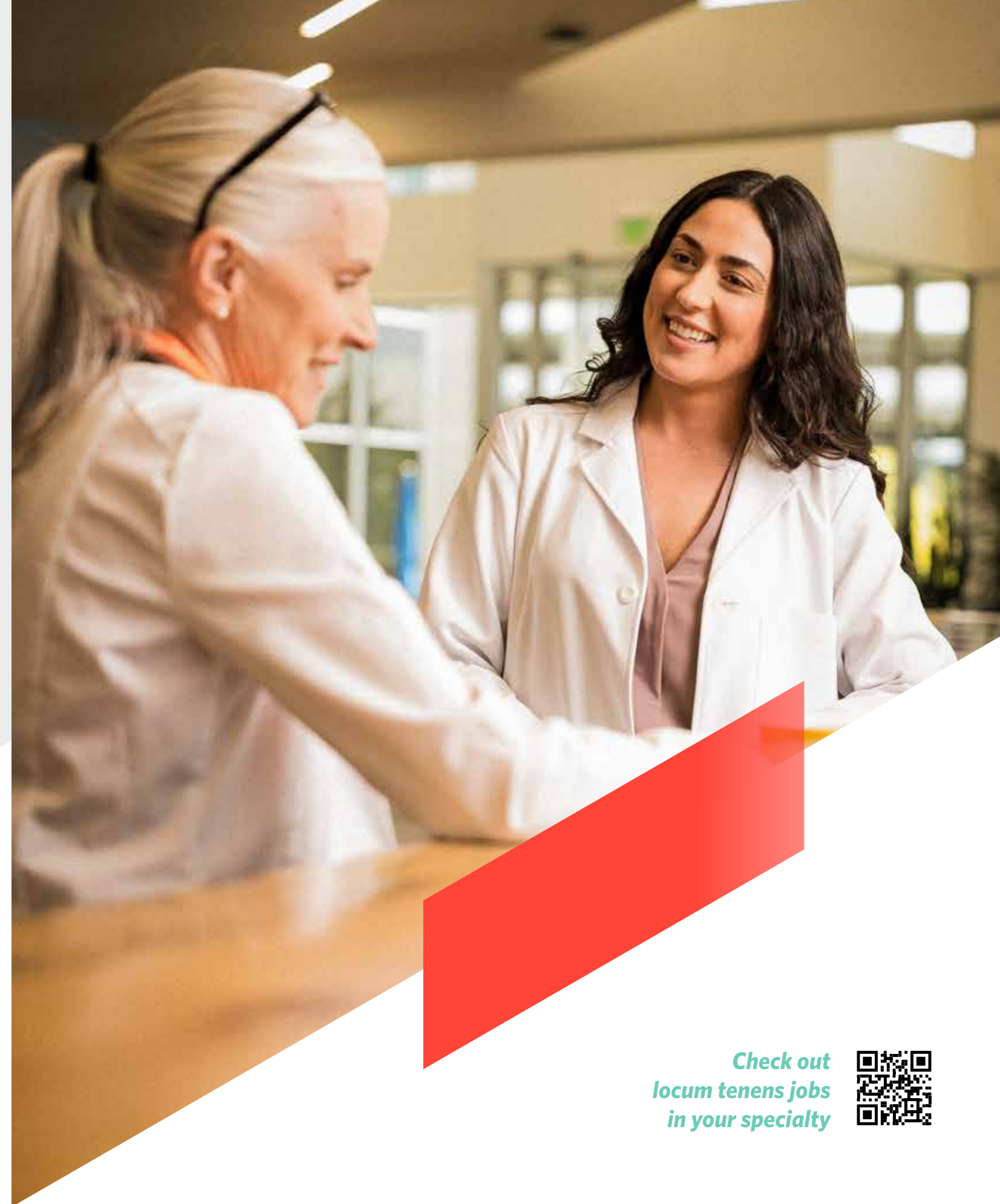
Avoid cliches that apply to any candidate — focus on specific skills or achievements.

Use an unprofessional email

Use your real name, not a nickname or online handle.

Include references

Unless or until they're specifically requested.



Check out
locum tenens jobs
in your specialty



Finding job opportunities

A strong professional network can help you discover openings and get valuable referrals that put you at the top of the candidate list.

In-person network

Attend conferences, job fairs, and other industry events. Get to know other physicians and professionals, and follow up afterward to stay in touch.

Social media

LinkedIn is a valuable platform to connect with other physicians and share your professional accomplishments.

Mentors, colleagues, and alumni networks

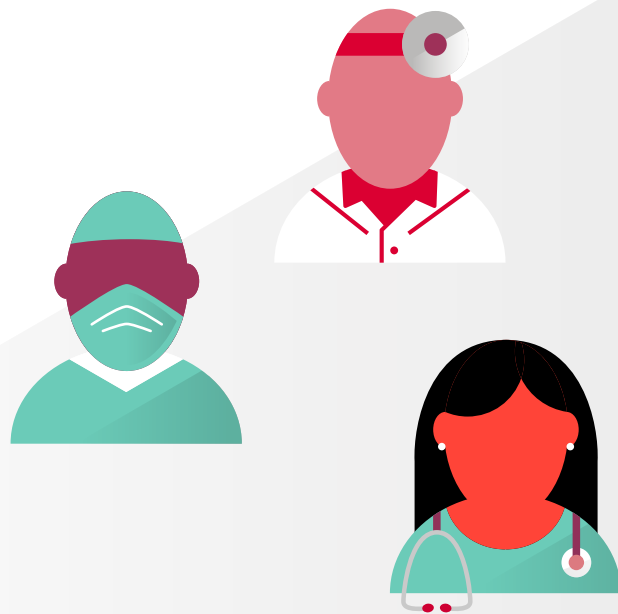
Connections from medical school, residency, or previous jobs can provide leads, advice, and professional introductions.

Professional organizations

The American Medical Association and other specialty-specific associations offer excellent networking opportunities.

Locums agency

Leading agencies like Weatherby Healthcare employ consultants trained in your medical specialty and can connect you with job opportunities all over the country.



How to nail the interview

An impressive interview can secure you an offer almost immediately—and a bad one can end your chances at employment just as quickly.

Do



Research the employer

Learn everything you can about their mission, values, and reputation.

Practice active listening

Listen carefully to questions, and give thoughtful responses that aren't overly rehearsed.

Share relevant stories

Use specific examples to show your experience and how you've handled challenging situations.

Emphasize collaborative skills

Employers value physicians who work well as part of a team.

Ask thoughtful questions

It demonstrates interest and helps you learn more about the role and company culture.

Send a follow-up

Sending a quick email demonstrates professionalism and shows you're serious about the role.

Don't



Be late or unprepared

It's the fastest way to disqualify yourself from consideration.

Dress unprofessionally

Business casual is a better choice than your favorite band T-shirt.

Ramble or be negative

Keep your answers brief, and be professional when speaking about previous employers or career challenges.

Focus only on salary

Be confident in your value, but don't come across as greedy.

What are employers looking for?

Many internal and external factors go into choosing the right physician for the job. Still, demonstrating some key qualities makes you an appealing candidate for any role.

Clinical competence

Above all, healthcare facilities want physicians who provide excellent patient care.

Professionalism

Employers value physicians who are easy to work with and who communicate effectively with colleagues and patients.

Work ethic

Reliability, punctuality, and a willingness to go the extra mile are all essential qualities of successful physicians.

Cultural fit

Hospitals and practices want physicians that align with their established culture and values.

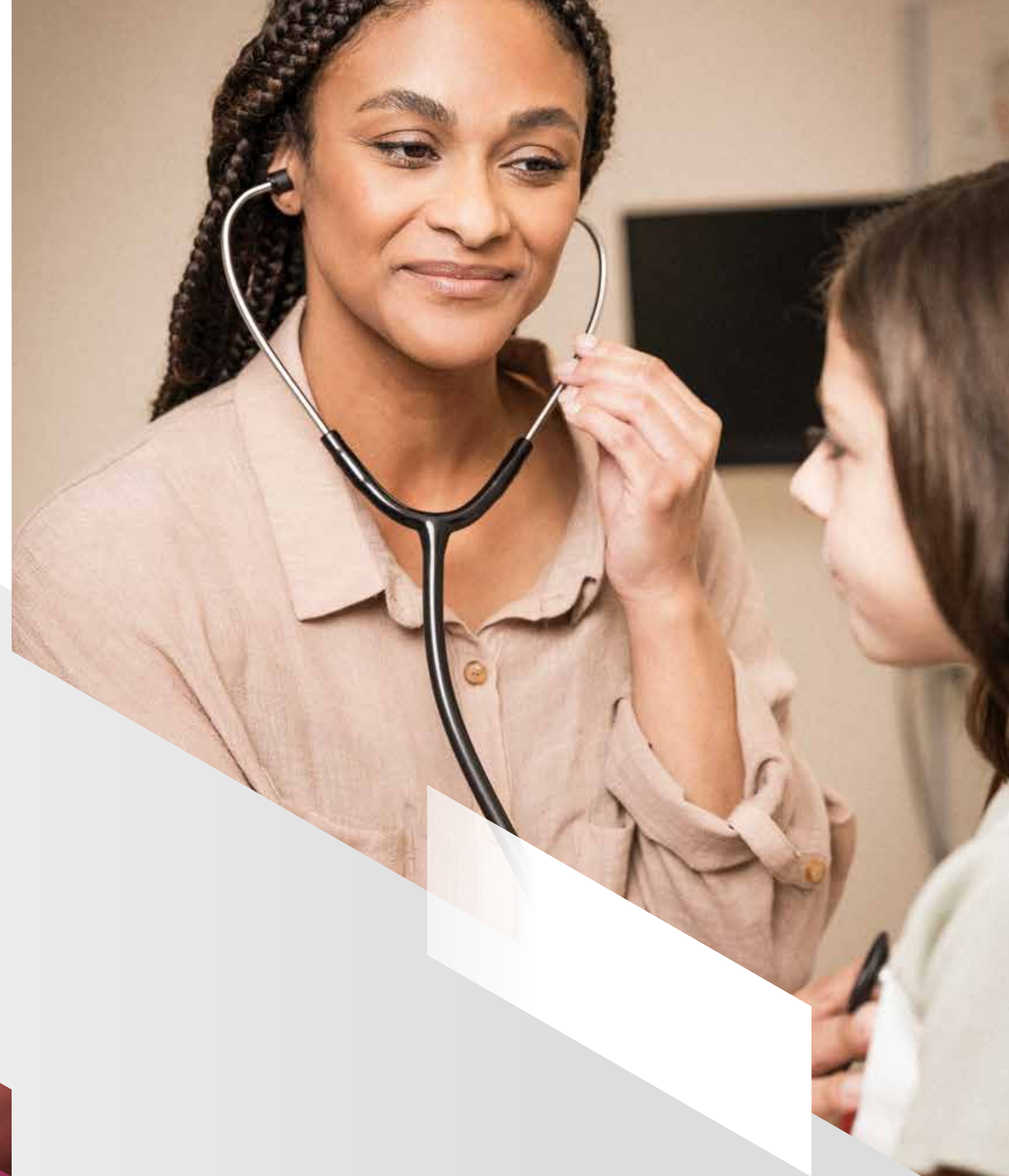
Adaptability

It's important to show you can handle changes and challenging situations and learn from past experiences.

Leadership potential

Teaching or mentoring skills can help physicians stand out and potentially lead to future promotions.

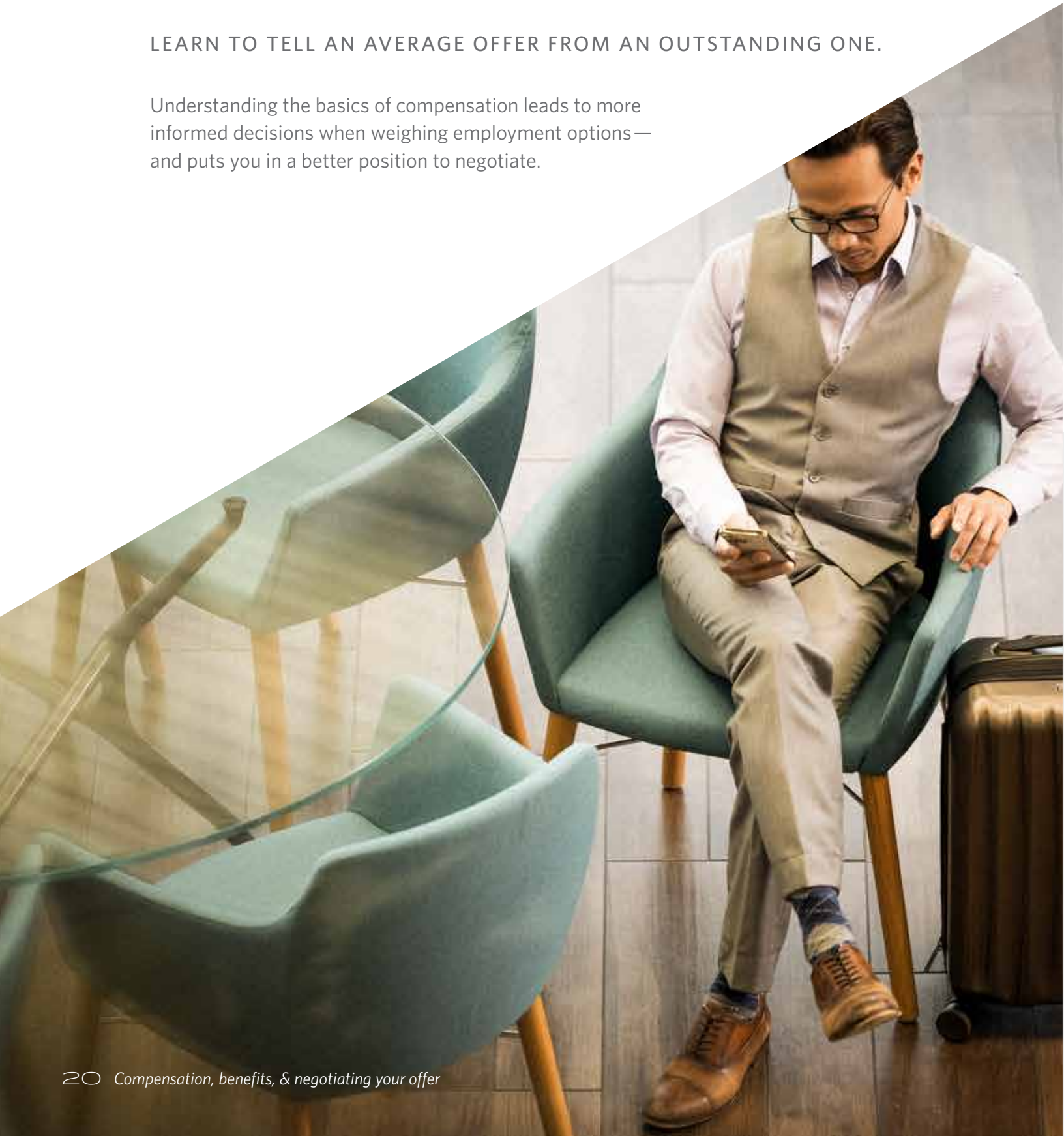
Hospitals & practices want physicians that align with their established culture and values.



COMPENSATION, BENEFITS, AND NEGOTIATING YOUR OFFER

LEARN TO TELL AN AVERAGE OFFER FROM AN OUTSTANDING ONE.

Understanding the basics of compensation leads to more informed decisions when weighing employment options—and puts you in a better position to negotiate.



What factors determine physicians' pay?



Experience

Seasoned physicians generally get paid more for their service.



Location

Cost of living and regional economics make a major difference.



Specialty

Research average pay for your specialty so you know what's fair.



Market factors

Demand, competition, and industry trends all play a role.

Common compensation structures

Physicians may encounter different compensation models — sometimes even within the same offer. Employers often paint a rosy

picture of your potential compensation, so be sure you're clear on the best- and worst-case income scenarios before you sign a contract.

Fee-for-service

Physicians are paid a flat rate for each service, incentivizing them to perform more services and procedures.

Salary

Physicians are paid a fixed salary, encouraging them to focus on quality of care rather than quantity of services.

Productivity-based

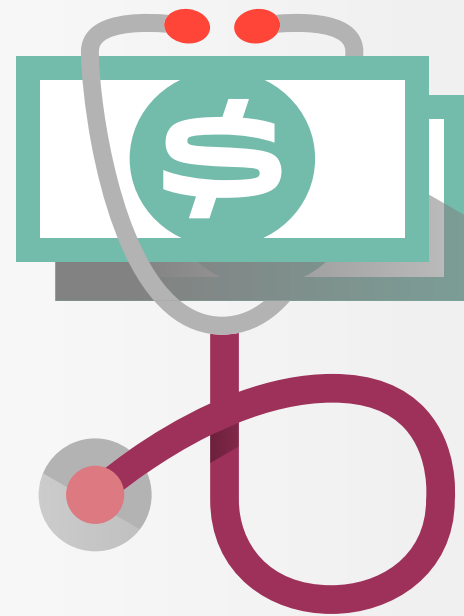
Physicians are paid based on productivity metrics, typically the number of patients seen or the number of services performed.

Value-based

Physicians are paid based on quality of care as determined by metrics like patient satisfaction, patient outcomes, and cost efficiency.

Hybrid

A mix of multiple compensation models, for example, a base salary with incentives for productivity, quality metrics, or other performance goals.



Review current
physician salaries



Locum tenens compensation

Locums physicians are independent contractors (1099 employees) of a staffing agency and usually get paid by the hour. Some locums contracts also include sign-on or completion bonuses. Like permanent jobs, several key factors influence how much you'll get paid when working locums.

Relevant skills

Expertise with relevant procedures or patient populations can lead to higher pay.

Location

Areas with severe shortages or higher costs of living may pay more to attract skilled physicians.

Specialty

Physicians in hard-to-fill specialties can command higher rates.

Patient load

High-workload assignments generally pay more than slower-paced facilities.

Shift type

Weekends, holidays, and overnight or call shifts often command higher hourly rates.



Will I get paid less working with an agency?

Full-time locums physicians earn **33-50% more** on average, compared to permanent positions. Reputable locums agencies have established relationships with top healthcare networks and are incentivized to negotiate win-win deals that benefit both the provider and the agency. Besides your hourly rate, a worthwhile agency will also cover:

Malpractice insurance

Locum tenens agencies usually cover physicians while on assignment. Weatherby Healthcare includes tail coverage to protect you in perpetuity, whether or not you're still working with us when a claim arises.

Licensing and credentialing

Well-established agencies have dedicated teams to help you move through the licensing and privileging process as efficiently as possible.

Travel and housing

Locums agencies generally pay for travel and lodging. A standout agency will coordinate extra details like rental cars and accommodating pets or family members.

Understanding your benefits

Pay close attention to the benefits offered beyond your salary. They can impact your family's healthcare costs, your long-term financial planning, and your work/life balance.

Health insurance

Many employers offer individual or family health plans. Copays, deductibles, and premiums can vary widely, so dive into the specifics.

Retirement

Retirement benefits like 401(k) plans are also common. Employer-matched contributions, profit sharing, or pensions can separate an average offer from an excellent one.

Paid time off

Be clear about how you accrue vacation time, how much rolls over, and any available sick days or holidays.

Malpractice insurance

Most compensation packages include malpractice insurance, so be sure you understand the details and any limitations.

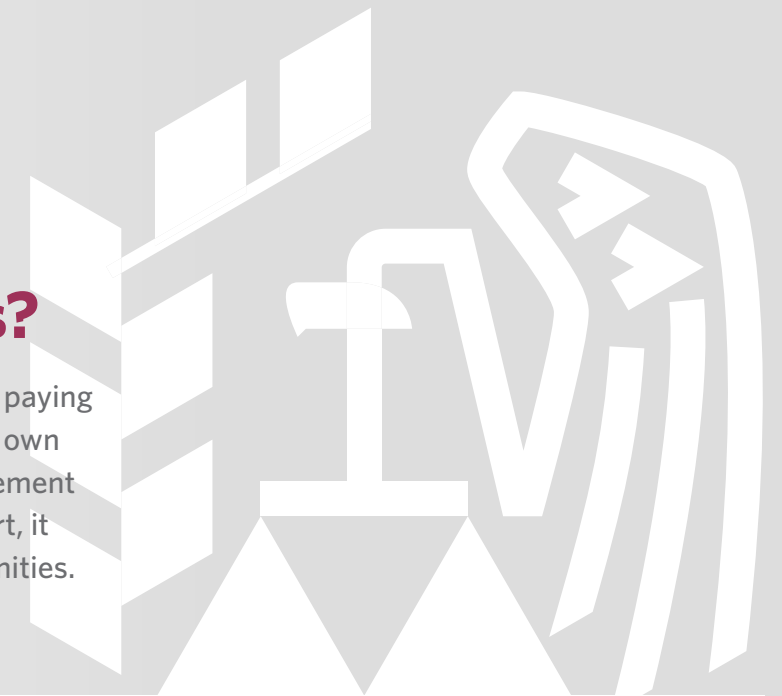
Life and disability insurance

If these benefits are offered, look into their terms, any additional premiums, and whether they include short-term or long-term disability or both.



How do taxes and benefits work for locums physicians?

Locums physicians are responsible for paying their own taxes and coordinating their own benefits like health coverage and retirement planning. While this takes a bit of effort, it also opens up some potential opportunities.



Taxes

Responsibilities

- Saving a portion of your income
- Making estimated quarterly payments
- Filing taxes in each state you work

Opportunities

- Claiming expenses like travel, meals, work supplies, continuing education, and more
- Using a CPA to guide you through the process

Health insurance

Responsibilities

- Enrolling in a health insurance plan, if you don't already have one
- Securing supplemental life or disability insurance, if desired

Opportunities

- Choosing the coverage that's ideal for you and your family
- Maximizing tax advantages through an HSA plan

Retirement planning

Responsibilities

- Setting up your own retirement accounts like IRAs or SEPs
- Making regular contributions

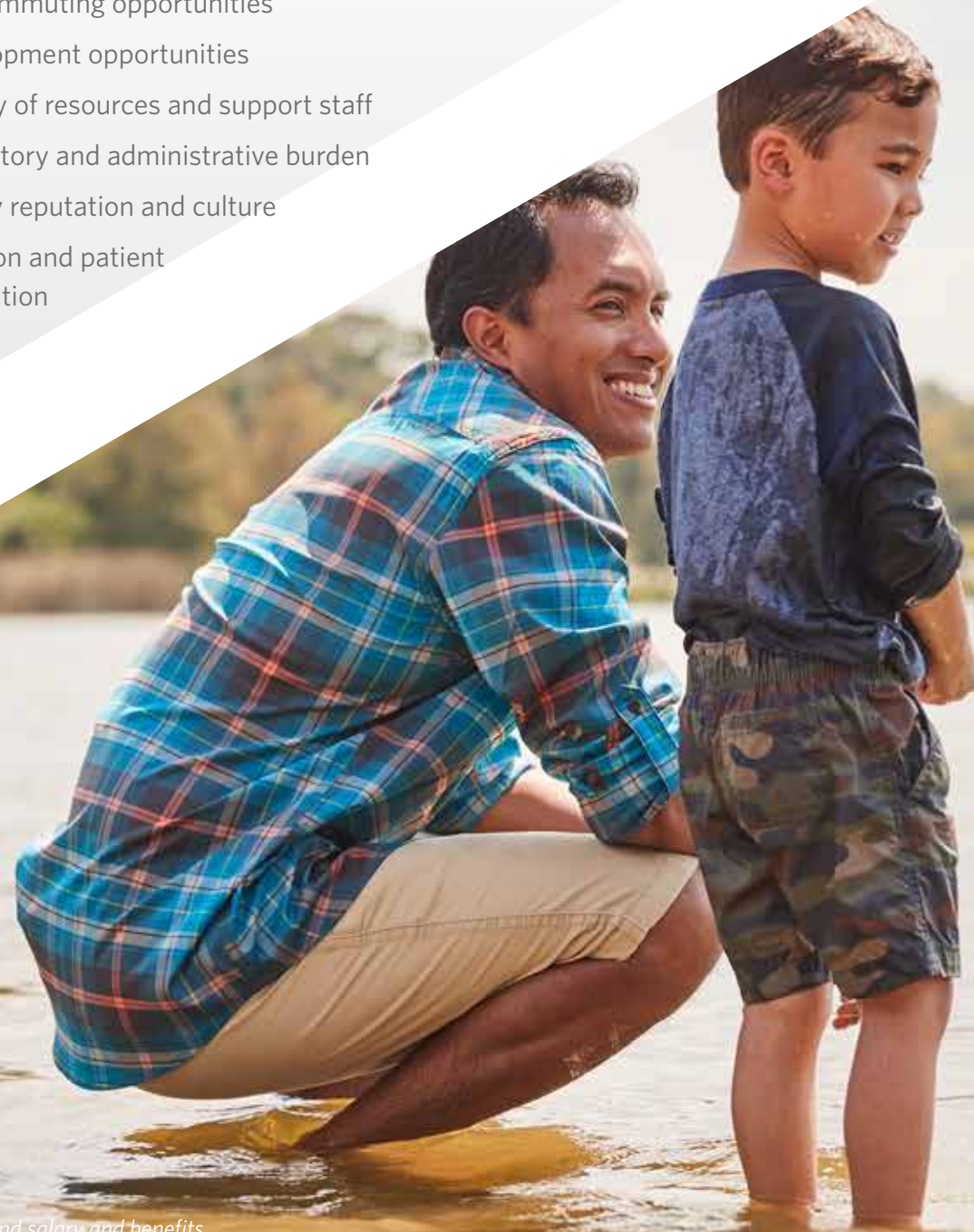
Opportunities

- Maximizing many potential tax advantages in retirement planning
- Taking more control over investment strategies
- Potentially setting up a business entity to maximize your independent contractor status

Important considerations beyond salary and benefits

Career satisfaction is about more than just money. It's about the lifestyle you're able to live, the daily realities of your job, and your ability to achieve your goals. While everyone has their own priorities, be sure to consider factors like:

- Patient load and number of call days
- Schedule flexibility and work/life balance
- Telecommuting opportunities
- Development opportunities
- Quality of resources and support staff
- Regulatory and administrative burden
- Facility reputation and culture
- Location and patient population



82%

**of physicians
have a positive
impression of
locum tenens**

Source: CHG LTAP Study,
2023*

How locum tenens can increase job satisfaction

Locum tenens assignments are often more lucrative than permanent positions, and also come with some notable non-financial benefits.

Flexibility and balance

Locum tenens gives you more control over where, when, and how frequently you work.

Variety and professional development

Working in different facilities broadens your professional network and gives you valuable experience with various equipment, procedures, and patient populations.

Fewer administrative responsibilities

Locums physicians typically have fewer administrative tasks like billing and coding, which allows more focus on patient care.

Limited commitment

Try out new practice settings, work cultures, or locations without a long-term commitment. Assignments can be as short as a single shift, keeping you close to home if desired.

Paid travel

Because travel and housing costs are included, working locums lets you explore different parts of the country without paying for everything yourself.

Reviewing the terms of your contract

Your employment contract is a legally binding agreement, so it's essential you understand what you're signing. It's always wise to have an employment attorney review the offer to protect your rights and ensure fair, reasonable terms.



Compensation and benefits

Make sure the salary, health benefits, and other incentives align with your needs and professional goals.

Work schedule and expectations

Note the number of hours you're expected to work, the call schedule, and any after-hours duties.

Non-compete clause

Note the duration and geographic scope of any non-compete clauses.

Duration and termination

Make sure you understand the terms for renewal, termination, and any repercussions if you decide to move on before a contract is completed.

Malpractice insurance

Ensure any provided policies will adequately cover you in case of a claim.

Intellectual property ownership

If you'll be involved in research, it's important to know who owns the rights to any IP you create during the terms of your contract.

Miscellaneous clauses

Become familiar with any non-disparagement clauses, non-disclosure agreements, or arbitration agreements that could impact your employment or future prospects.



Negotiating your offer

Some people find negotiating uncomfortable, but it gets easier with practice, and it's often critical to securing a competitive offer.

Know your worth

Research compensation packages for physicians in your specialty and geographic area so you have a frame of reference as to what's fair.

Prioritize your needs

Every individual has their own priorities when it comes to compensation, scheduling, benefits, and other factors.

Consider the entire package

Salary is only part of the equation. Consider health and retirement benefits, paid time off, and your work schedule and scope of responsibilities.

Negotiate from a position of strength

Multiple offers or an in-demand specialty give you leverage to ask for more. In competitive job markets, you may have less wiggle room.

Ask for what you want

Be clear, confident, and specific in expressing your expectations. Never be afraid to ask, but know where you're willing to compromise.

Always be respectful

Be prompt, professional, and courteous in your responses, even if the negotiation doesn't go as planned. Don't compromise future opportunities by burning bridges.



Watch our webinar on negotiating a better contract



Research compensation packages for physicians in your specialty and geographic area so you have a frame of reference as to what's fair.

How locum tenens contracts are different

Locum tenens contracts are work agreements between physicians and staffing agencies who have their own contracts with healthcare facilities. Well-renowned staffing agencies may be able to negotiate certain terms on your behalf.

Compensation rate

This is the most frequently negotiated term. Ensure your hourly or daily rate is satisfactory and in line with the demand for your specialty.

Payment terms

These typically range from 15 to 90 days. Electronic transfers are usually much faster than paper checks.

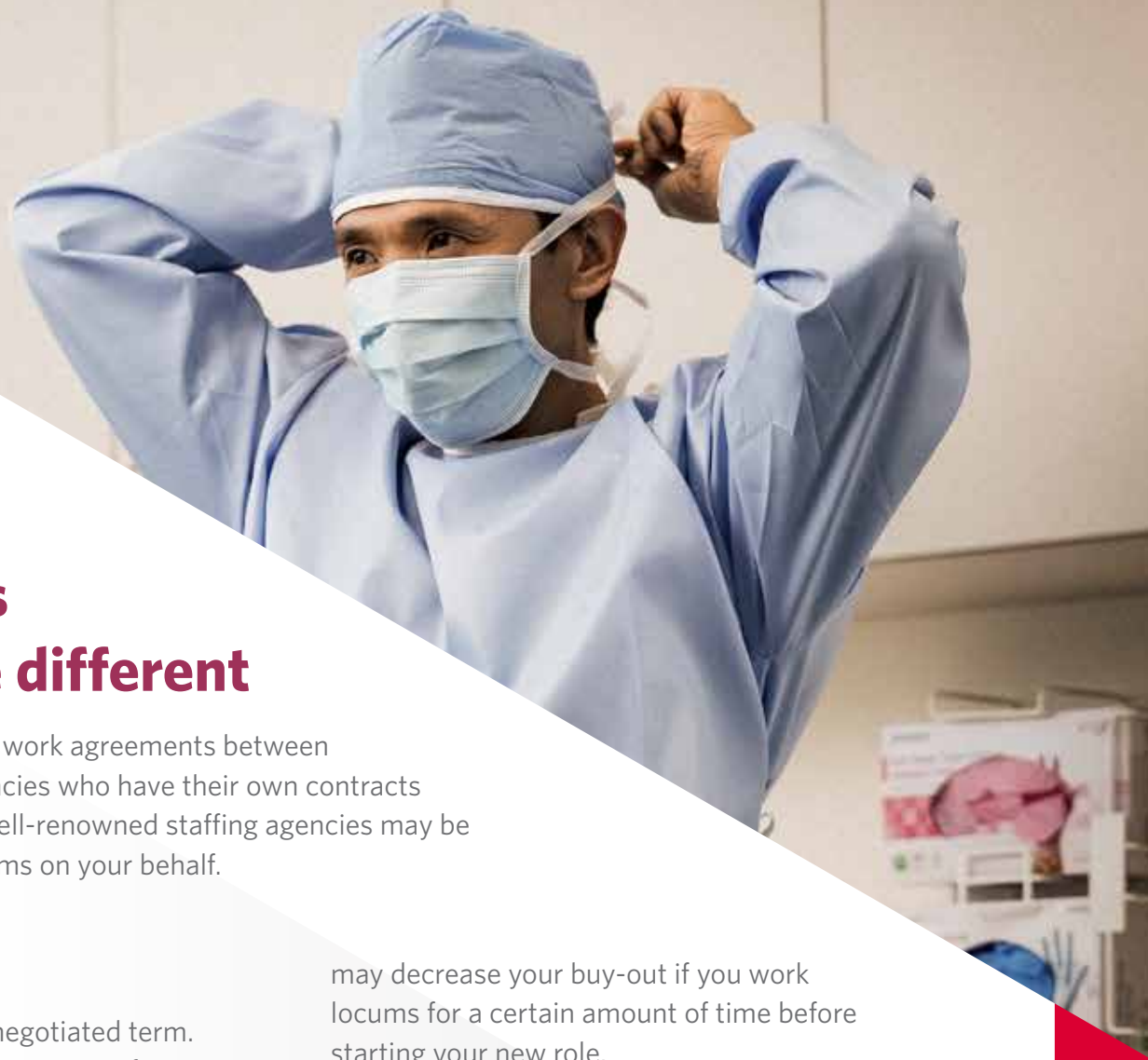
Contract buy-outs

If you accept a permanent position, your locums contract might mandate a buy-out, though hiring organizations often cover these costs. Agencies

may decrease your buy-out if you work locums for a certain amount of time before starting your new role.

Expense limits

Some organizations cap the amount they'll reimburse for housing, transportation, or other costs.



Non-negotiable terms

A few terms are generally non-negotiable. Your locums agency should take the time to explain these in detail, but make sure you're clear on the implications of each clause.

Cancellation terms

This is the most frequently negotiated term. Ensure your hourly or daily rate is satisfactory and in line with the demand for your specialty.

Malpractice coverage amounts

Agencies usually have a policy that covers you on assignment, but be sure to ask about tail coverage.

Indemnification policies and your independent contractor status

These industry-standard terms offer legal protections for all parties involved.

Why negotiate through a locums agency?

A trusted locums agency can be a powerful advocate when reviewing and negotiating agreements, especially when they're experienced with your specialty and preferred job markets. Locums agencies can help with:

Negotiating contract terms

Great locums agencies are proactive in pushing for rates and contract terms that benefit their physicians.

Identifying red flags

Locums consultants see a lot of contracts, and they can provide support during the review process to point out any abnormalities or areas of concern.

Acting as a liaison

Staffing agencies streamline communication between you and the client organization and ensure contracts and any logistical details are finalized efficiently.

A trusted locums agency can be a powerful advocate when reviewing and negotiating agreements.

A DETAILED LOOK AT LOCUM TENENS

RECLAIM CONTROL OF YOUR CAREER.

Locum tenens empowers physicians to build their career on their own terms. As demand for healthcare increases amidst a worsening physician shortage, working locums can circumvent many challenges of traditional healthcare models.

Why more physicians are choosing locums

Challenges like burnout, administrative burdens, and a growing patient-to-physician gap are causing many physicians to become disillusioned with traditional employment arrangements. Working locums can lead to a more satisfying personal and professional life and remind you why you went into medicine in the first place.

Increased income

Supplement your current income, or increase your overall earning potential.

Variety

Experience new practice settings and patient populations, or enjoy a change of pace.

More time for patients

Fewer administrative tasks means more time to focus on your patients.

Travel opportunities

Experience new places and different cultures on every assignment.

Flexibility

Part time or full time — work where, when, and however much you choose.

Professional development

Develop new skills, learn from other professionals, and build your network.

Work/life balance

Choose assignments that suit your goals, lifestyle, and preferences.

1 in 3

physicians currently work or previously worked locums

Source: CHG LTAP Study, 2023*



\$23.5 BILLION

projected global locum tenens market by 2027



-139,940

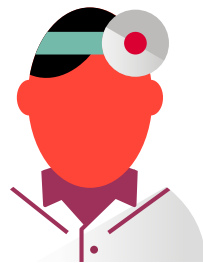
projected shortage of physicians by 2036*

Locums can benefit physicians at any career stage



New physicians

- Pay off student loans faster or save for big purchases
- Explore practice settings and employment options
- Travel the country and build your professional network



Mid-career physicians

- Increase your income, or supplement your current salary
- Build new skills and explore new clinical environments
- Reduce burnout and renew your focus on patient care



Semi-retired physicians

- Transition to retirement at your own pace
- Stay engaged in medicine and maintain your license
- Enjoy supplemental income and travel opportunities

51%

of locums physicians reported working close to home

Source: CHG LTAP Study, 2023*

94%

satisfaction among facilities using locum tenens

Source: 2018 NALTO survey

Common myths about locum tenens

1

Locum tenens physicians deliver lower-quality care.

Locum tenens physicians have no significant difference in mortality rates compared to their full-time colleagues. Some studies have even shown patients treated by locums physicians experience shorter hospital stays with no increase in readmissions.

2

Career stability is difficult with locum tenens.

Career stability is possible with locum tenens. While your location and schedule may change more often, leading agencies can provide consistent placements and ongoing career support. Best of all, you can schedule time off whenever you need it.

3

Working locums requires constant travel.

Though many physicians enjoy traveling, it's not for everyone. Many regions have local locums assignments available, allowing you to expand your career options while staying close to home. A locums consultant can help you research options in your area.

Do I need an agency to work locums?

It's possible to work locum tenens on your own, but it's complicated. You'll be responsible for making business connections, negotiating contracts, and coordinating all logistics. Agencies offer many benefits that streamline locums work and provide physicians with peace of mind.

Network of opportunities

Well-established agencies have a broad range of clients and assignments at top facilities around the country.

Negotiating power

Agencies can often help physicians negotiate better rates and contract terms.

Legal protections

Reputable agencies have contracts in place to protect physicians from disputes or liabilities.

Licensing and credentialing

Agencies often take on time-consuming tasks like verifying education and securing licensure.

Travel and logistics

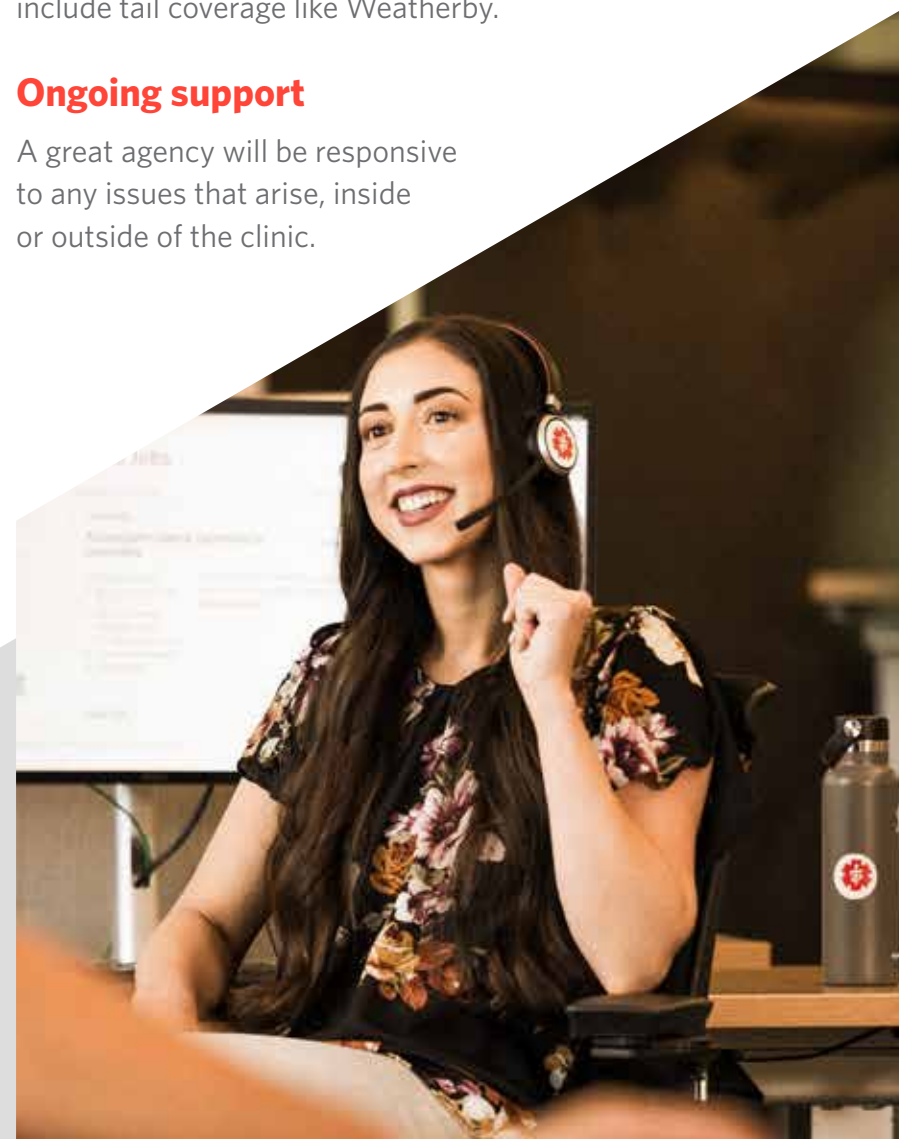
Top-tier agencies will book flights, lodging, rental cars, and coordinate all other details.

Malpractice insurance

Many agencies offer malpractice coverage—but not all of them include tail coverage like Weatherby.

Ongoing support

A great agency will be responsive to any issues that arise, inside or outside of the clinic.



What to watch for when choosing an agency.

Reputation

Check out an agency's reviews, and ask for input from colleagues who have worked with them.

Specializations

You don't have to choose a specialty-specific agency to get top-tier service, but larger agencies like Weatherby have dedicated teams for different specialties.

Size and reach

Larger agencies often have a broader range of industry contacts and job opportunities.

Available support

From travel arrangements and credentialing to on-assignment support, choose an agency that takes stress off your plate.

Compensation

Rates should be fair and transparent. Watch for bait-and-switch offers that are too good to be true.

Flexibility and communication

Choose an agency that accommodates your preferences and stays in regular contact throughout an assignment.

Malpractice insurance

Ensure your agency's coverage still protects you in the case of a claim after your assignment ends.



How do locum tenens agencies make money?

- Facilities with staffing needs reach out to a trusted agency
- The agency recruits a qualified physician and handles all logistics
- The agency negotiates a rate that benefits the physician and adds a small markup to cover their own costs



Preparing to work locums

Regardless of the business structure you choose, you should take a few key steps to prepare for working as an independent contractor.

Get a federal Employer Identification Number.

The IRS will issue you one for free at: irs-federal-einnumber.com.

Separate your finances.

Open a separate bank account and credit card for your business.

Keep detailed records.

Use bookkeeping software to track your income and expenses.

Do I need a business entity to work locum tenens?

Setting up a business doesn't necessarily reduce your liability or lower your taxes, but it does make sense for some physicians. A financial advisor can help you choose the best option for your circumstances.

Sole proprietorship

- The default structure if no corporation, partnership, or LLC is set up
- Report income and expenses via your personal taxes
- No additional liability protection

Limited liability corporation (LLC)

- Separates an individual from their business

- Can protect personal assets from debt or some
- Easy to set up with low expenses and administrative work

S corp

- As owner/employee, you receive a W-2 salary from your business
- Potential tax savings and some liability protection
- Additional administrative work and expenses

Paying your taxes as a locums physician

As an independent contractor, you're responsible for paying your own taxes, which means you'll need to put aside a portion of your income. Fortunately, independent contractors also have many more opportunities to claim work-related expenses.

Estimated quarterly payments

Income tax isn't withheld from your paychecks, so you'll need to make estimated payments throughout the year. Payments are usually due the 15th of April, July, October, and January.

Self-employment and state taxes

Self-employment taxes cover your share of Social Security and Medicare taxes that are usually paid by an employer, currently set at 15.3% of your net income. You'll also need to pay taxes in each state where you work. Each state has its own tax rates and laws, so check with a tax expert to be sure of your obligations.

Deductions

You can deduct most work-related expenses you're covering out of your own pocket. Be sure to keep detailed receipts, because the IRS won't accept credit card statements. Possible deductions include:

- Smartphones, tablets, or computers
- Vehicle mileage, parking, and tolls
- Scrubs, stethoscopes, or other work supplies
- Phone bills and home office expenses
- Insurance premiums, retirement, and HSA contributions
- Conference fees or continuing education courses



Income tax isn't withheld from your paychecks, so you'll need to make estimated payments throughout the

Exploring health insurance options

Though securing health coverage takes a little effort upfront, it also gives you the flexibility to choose a plan that's ideal for you and your family.

Explore your spouse's or partner's benefit plan.

Family plans can offer significant cost savings compared to purchasing your own coverage.

Enroll in COBRA as a short-term solution.

COBRA can prevent gaps in your health coverage while transitioning from a permanent role.

Shop the insurance exchange on HealthCare.gov.

Many options are available, from high-deductible HSA plans with low premiums to comprehensive plans that help you save on copays.

Explore American Medical Association plans.

AMA members have access to insurance plans tailored to physicians and their families.

Consult an independent insurance agent.

They can answer questions and help you find the coverage that makes the most sense for your lifestyle.

Planning for retirement

Self-employed physicians often have more control over their retirement investments, and in some cases higher contribution limits than a traditional 401(k). A financial planner can help you make the best choice for your income, circumstances, and long-term goals.

Individual retirement accounts (IRAs)

- Most common choice for independent contractors
- Traditional or Roth IRAs available, each with tax advantages for either contributions or distributions

Simplified employee pension (SEP) IRA

- Traditional IRA designed for self-employed individuals
- Higher contribution limits

Solo 401(k)

- Designed for self-employed individuals with no employees
- Can make contributions as both an employee and an employer
- Tax-deductible contributions and taxable distributions

Defined benefit plans

- Can provide a fixed income stream in retirement
- More complex to set up and manage
- Typically require a financial advisor's help

How does the locums agency process work?

- 1 You're matched with a specialty-trained consultant who gets to know you and what you're looking for in an assignment.
- 2 Your consultant finds and shares suitable assignments and presents them for your review.
- 3 After you choose an assignment, they walk you through the online application and aid in gathering required documents.
- 4 Their credentialing team helps you compile all necessary credentials and obtain a state license if necessary.
- 5 They arrange transportation, rental cars, and accommodations that meet your needs.
- 6 Your consultant provides ongoing support throughout your assignment, from work issues to restaurant recommendations.
- 7 Repeat from Step 1, as you and your consultant build a long-term work relationship.

Tips for your first locums assignment.

Get organized.

Keep important details like location, schedules, and contact information in one place. Weatherby uses a helpful app to keep these details accessible for our physicians.

Ask questions.

Clarify your role, responsibilities, and schedule, and make sure you understand a facility's expectations and requirements.

Stay flexible.

Be willing to adjust your schedule if needed, and remain open-minded about new people and work environments.

Communicate effectively.

Stay in regular contact with your consultant and facility colleagues, and address any concerns promptly.

Be professional.

Punctuality, positivity, and professionalism go a long way toward establishing a good reputation.

Take care of yourself.

Your first few assignments may feel chaotic at times. Rest, exercise, and proper nutrition help manage stress and maintain your physical and mental health.



Deciding if locums is right for you.

Everybody's career and lifestyle aspirations are unique. Ask yourself a few questions to see if working locums makes sense for you.

Do you want more flexibility and more control over your workload?

Do you enjoy travel, and does your personal situation allow it?

Do you want to expand your skill set and your professional experience?

Do you thrive in changing environments, or do you prefer more of a routine?



Find the perfect locums tenens assignment.



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