



## Resident/Fellow talk track.

A common misconception about locum tenens is that providers need to be fully trained and well-established in a practice or hospital setting to begin locum tenens work. This is not the case. Below, we debunk some of the myths about working locum tenens and how it can be a viable option for providers right out of residency.

### Q: When can I start working locum tenens?

A: You can start working locum tenens assignments as soon as you have finished residency; depending on the program, you may be able to work as early as your third year in residency. Locum tenens is a great way to pick up experience and earn extra income early in your career.

### Q: How many residents, fellows, and early career physicians have locums experience?

A: Data from a recent survey shows:

- 60% of physicians with locum tenens experience started working locum tenens within 10 years of finishing residency
- 7% began working locum tenens right after residency

### The top five factors that residents/fellows have cited as reasons to explore other job opportunities are:

- Inadequate compensation in their permanent position
- Poor work/life balance
- Bad management
- Excessive stress
- Location is not ideal

### Q: Is there a minimum commitment to work locums?

A: No, locums is flexible. You can choose to work as much or as little as you want. You may choose to work full-time locums, part-time, or between permanent positions.

### Q: Why should I work locum tenens before taking a permanent position?

A: There are many reasons why doctors are attracted to locum tenens. It allows you to:

- Earn extra income while still in training
- Practice on your own terms by having flexibility and autonomy over your schedule. You pick when, where, and how often you work.

- Have opportunities to travel. You can choose to stay closer to home or travel the country. Many locum providers turn locums assignments into working vacations for themselves and their families.
- Spend more time with patients rather than dealing with office politics and paperwork. You'll have less administrative hassle and fewer responsibilities.
- Test out different clinical settings and work with various medical equipment and technology without making a permanent long-term decision
- Work with different types of electronic health records
- Expand your professional network

### Q: How does credentialing, licensing, and malpractice insurance work?

A: Our tenured teams who support credentialing, licensing, and travel will help you through every step. You'll also receive malpractice insurance coverage (including tail coverage) through our malpractice policy — all at no cost to you when you're on assignment with us.

### Q: How do I find the right job fit?

A: That's why we're here. Our goal is to understand you and your preferences and put your best interests first. Because we are specialized in your field, we understand the unique requirements for working locums in your specialty. Through our extensive network of facilities, we are familiar with their environments and how they're structured so we can match you with the best clinical and cultural fit. We want to find you the right assignment at the right facility so you can have a great experience every time.

### Q: How much money can I make working locums out of residency?

A: Providers decide to work locums to supplement their core income. Locums allows them to not only pay off medical school debt quicker but the extra income can also be put toward pursuing other lifestyle choices. In general, the pay rate for locums work is higher than the rate for a permanent position. There are a few factors that determine pay rate:

- Demand for the specialty
- Location and type of facility
- Skill set and patient load
- Type of shifts needed



### Don't forget to ask for referrals!

I would love to share more about locums with your colleagues. Are there a few names of others in your program you could share that may be interested in learning more about opportunities after residency/fellowship?



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