



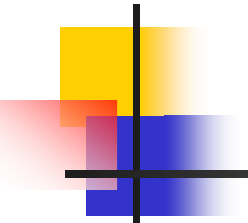
# Physician Retirement and Reduction of Practice Intentions in New York State, 1999-2005: An Indicator of Future Shortages?

---

The Ninth International Medical Workforce Collaborative  
Melbourne, Australia  
November 16-19, 2005

Jean Moore  
Director  
Center for Health Workforce Studies

*Center for Health Workforce Studies*  
*University at Albany*  
*School of Public Health*

- 
- Conducts studies of the supply, demand, use and education of the health workforce
  - Committed to collecting and analyzing data to understand workforce dynamics and trends
  - Goal to inform public policies, the health and education sectors and the public
  - One of six regional centers with a cooperative agreement with HRSA/Bureau of Health Professions



# Overview of the Study

---

- Examined plans to retire or reduce patient care hours in the general physician population in New York State
- Focused on 4 specialties that had high rates of retirement/reduction plans
- Considered supply of and demand for physicians by specialty in relation to retirement/reduction plans



# Data Sources

---

- Retirement and Supply
  - New York State Re-registration Survey
    - Ongoing survey of all licensed physicians in the state
    - Includes questions on demographic characteristics, education and training, location, and practice characteristics
    - Retirement / reduction plans question added in 1999



# NYS Physician Re-registration Survey

---

- Survey item added in 1999:

In the next 12 months, do you plan to:

- \* Retire from patient care?
- \* Significantly reduce patient care hours?



# Data Sources

---

- Demand for Physicians
  - Survey of Residents/Fellows who Complete Training in New York State
  - Asks about resident/fellows' experiences seeking practice positions and the characteristics of secured practice positions
  - Responses are used to develop a composite scale of relative demand for physicians by specialty

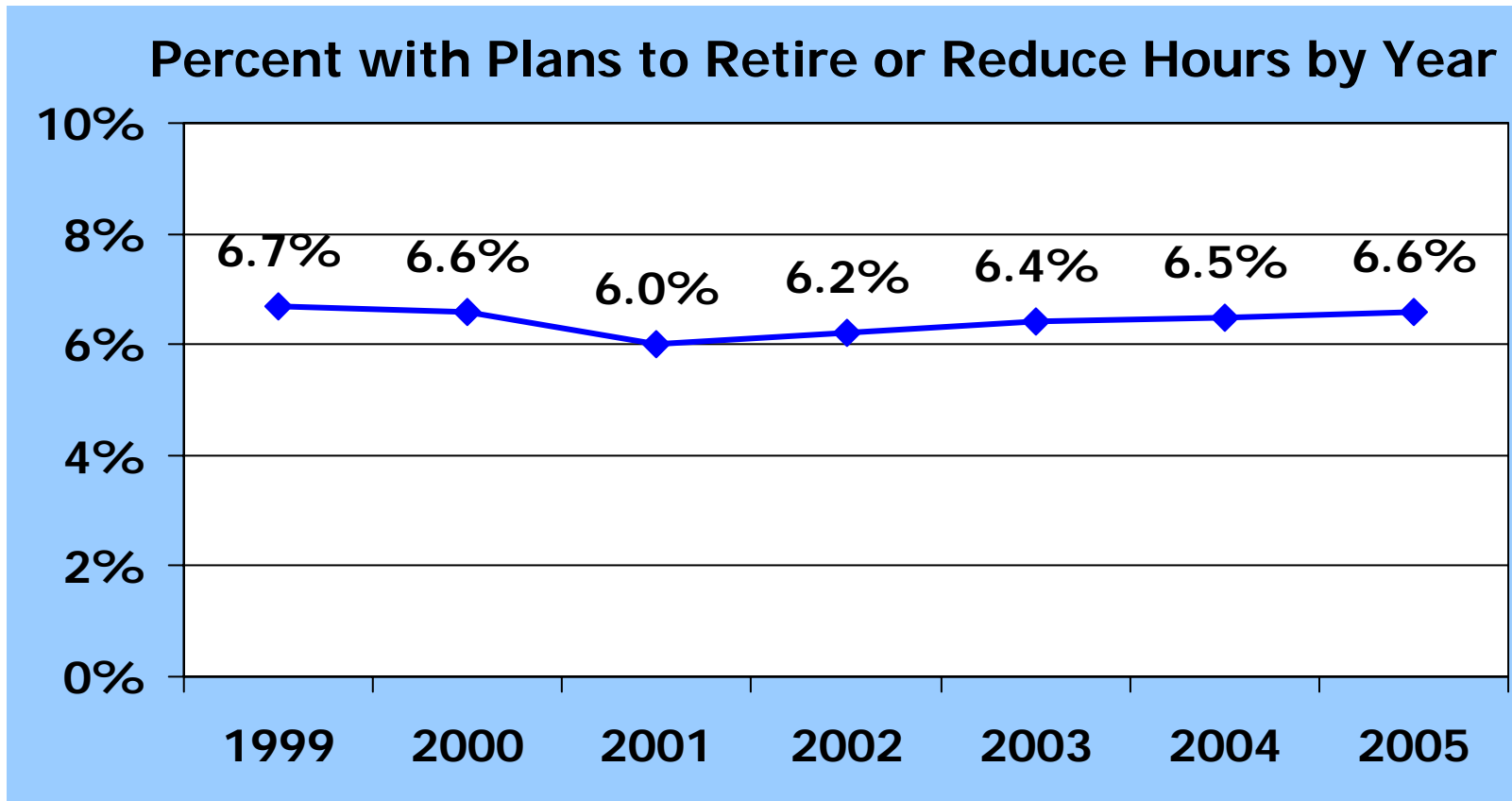


# Data Sources

---

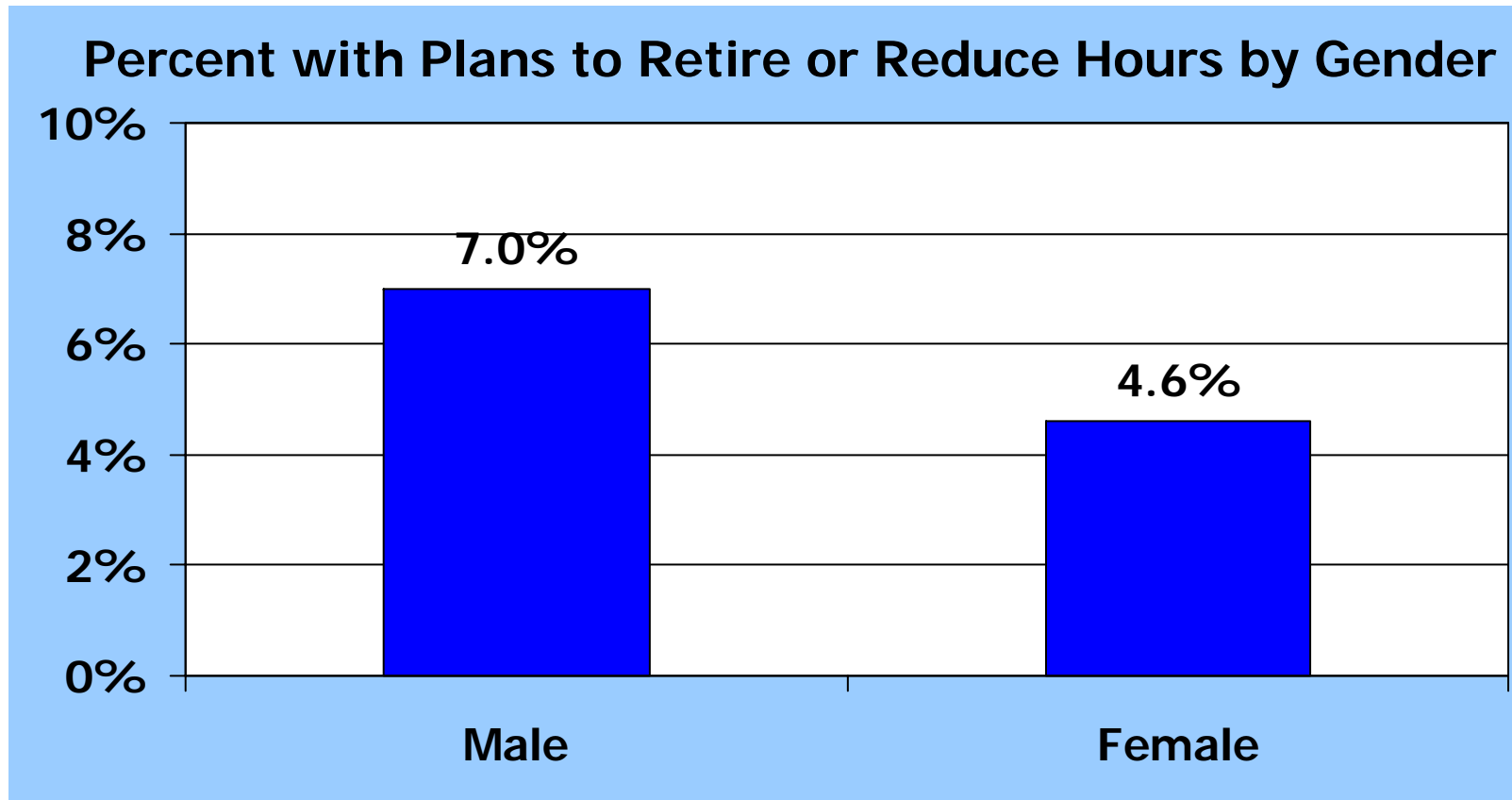
- Relative Demand Scale is made up of the following elements:
  - Difficulty in finding a satisfactory practice position
  - Changing plans due to limited practice opportunities
  - Number of job offers received
  - Respondents' assessments of regional job market in their specialty
  - Respondents' assessments of the national job market in their specialty
  - Annual change in median starting income

Overall, little change in plans to retire/reduce practice over a 7 year period

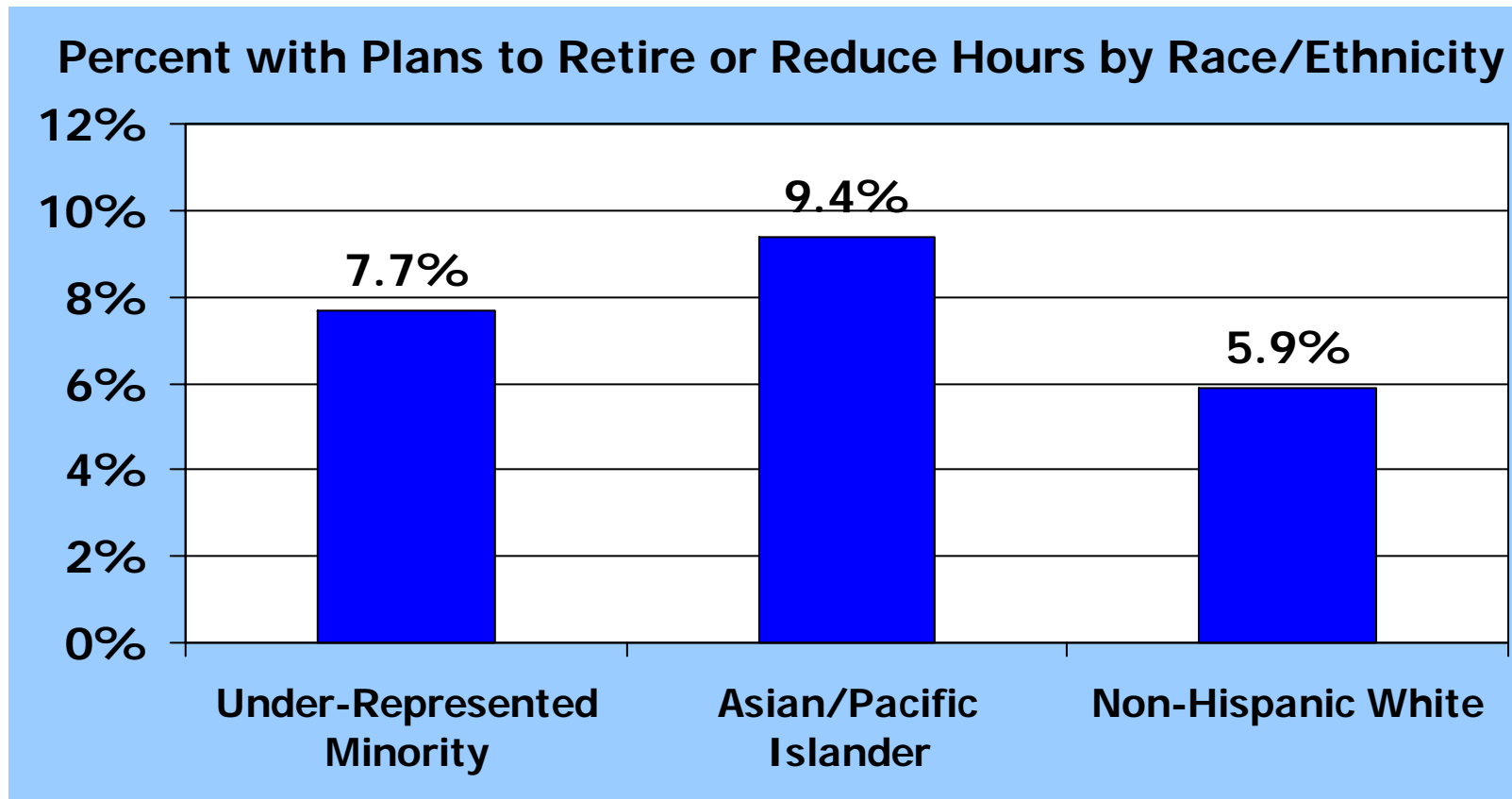




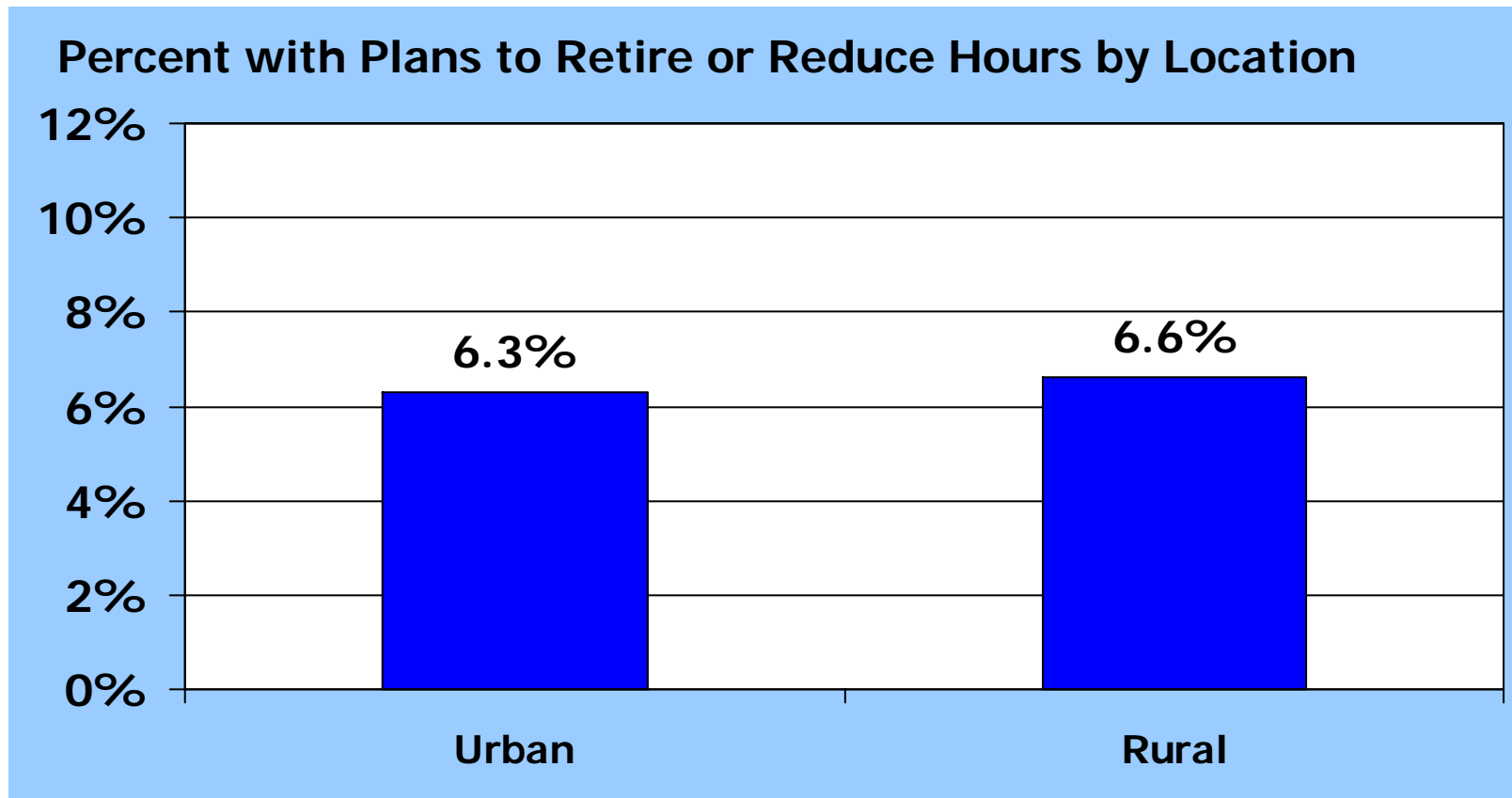
Men were more likely to report plans to retire/reduce practice than women



Minorities were more likely to report plans to retire/reduce practice than whites



Physicians in urban and rural areas were equally likely to report plans to retire/reduce practice





# 4 specialties with highest retirement/reduction rates

## Specialties with the Highest Rates of Retirement or Reduction of Practice

Specialty	1999	2000	2001	2002	2003	2004	2005	7-yr Avg
General Surgery	13%	11%	11%	13%	10%	11%	12%	12%
Obstetrics and Gynecology	10%	10%	8%	11%	11%	12%	11%	11%
Neurological Surgery	11%	6%	9%	9%	10%	11%	6%	9%
Family Practice	7%	10%	8%	9%	10%	8%	9%	9%



# 4 specialties with lowest retirement/reduction rates

## Specialties with the Lowest Rates of Retirement or Reduction of Practice

Specialty	1999	2000	2001	2002	2003	2004	2005	7-yr Avg
Infectious Disease	3%	7%	5%	3%	3%	5%	0%	4%
Pulmonary Disease	3%	4%	4%	2%	5%	3%	3%	4%
Pediatric Subspecialties	2%	2%	3%	4%	3%	3%	4%	3%
Critical Care	0%	3%	0%	0%	4%	5%	0%	3%

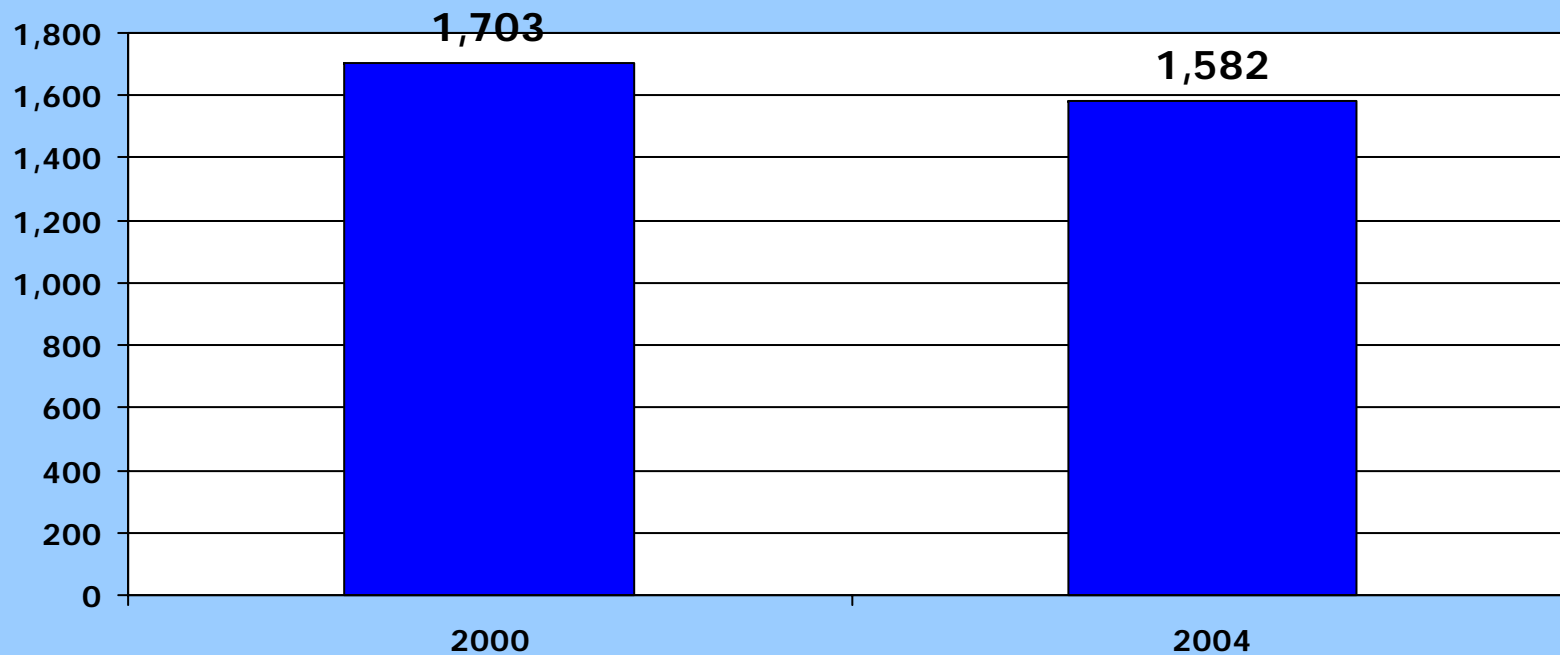


## Specialty in Focus: General Surgery

Specialty	7 yr-Avg Retire/Reduce	Supply (2005)
General Surgery	12%	1,582
Obstetrics and Gynecology	11%	3,109
Neurosurgery	9%	320
Family Practice	9%	4,470

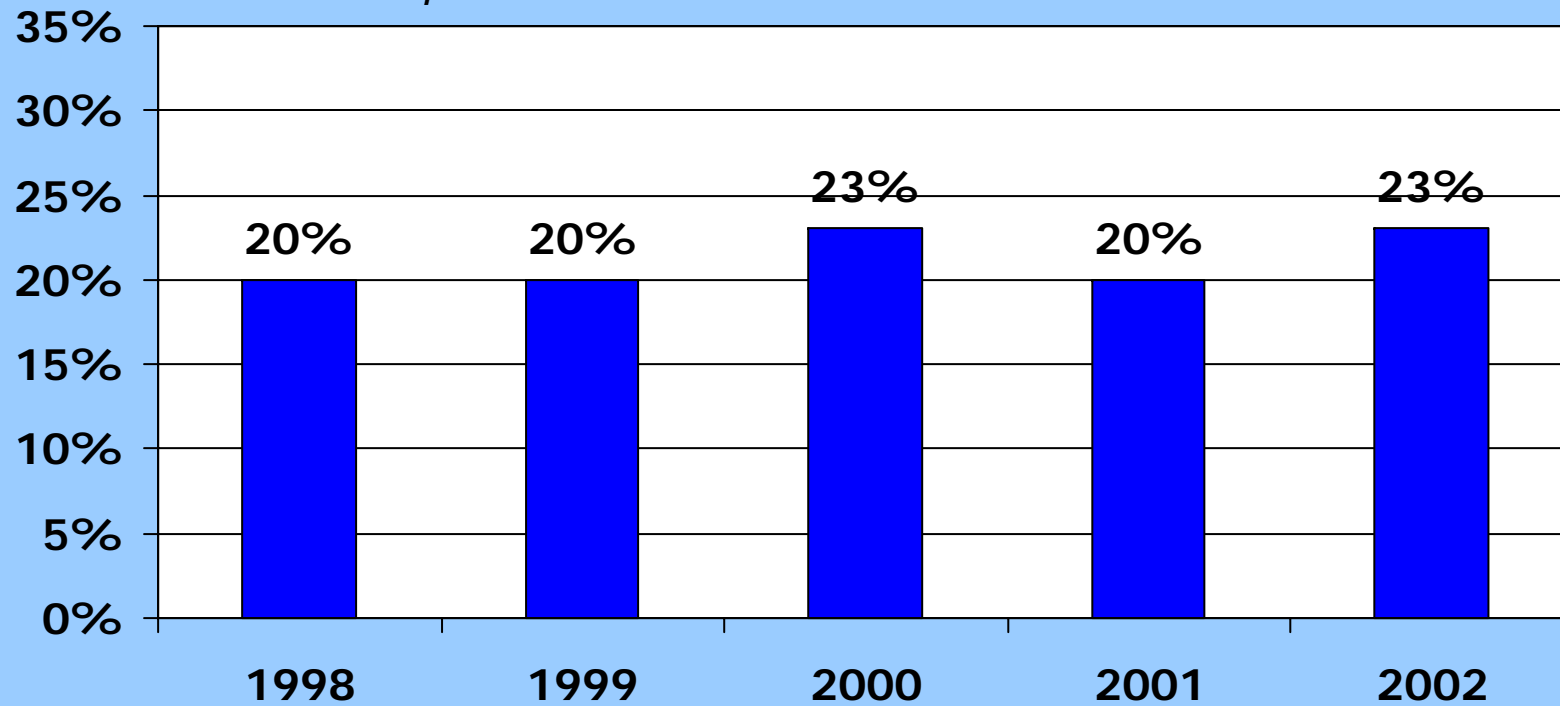
# General Surgery Supply Has Declined in the Past 5 Years

Supply of General Surgeons in New York State, 2000 and 2004



# Demand for New General Surgeons Has Been Stable, But Low

Percentile Rank of General Surgery on Demand for Physicians  
in New York State, 1998 to 2002







# General Surgery Summary

---

- Supply of general surgeons declining
- Interest in specialty waning among young physicians (Bland and Isaacs 2002)
- Demand consistently low relative to other specialties
- Scope of practice overlap with other surgical specialists

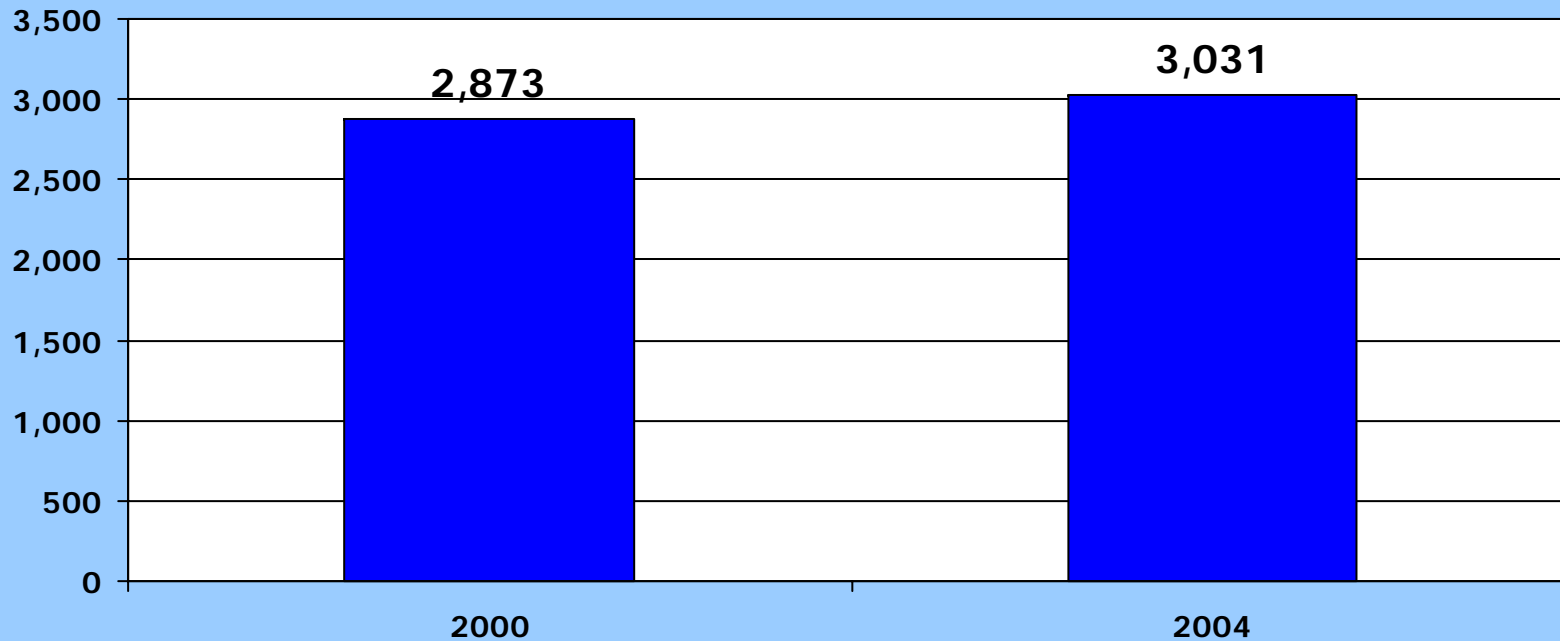


## Specialty in Focus: Ob/Gyn

Specialty	7 yr-Avg Retire/Reduce	Supply (2005)
General Surgery	12%	1,582
Obstetrics and Gynecology	11%	3,109
Neurosurgery	9%	320
Family Practice	9%	4,470

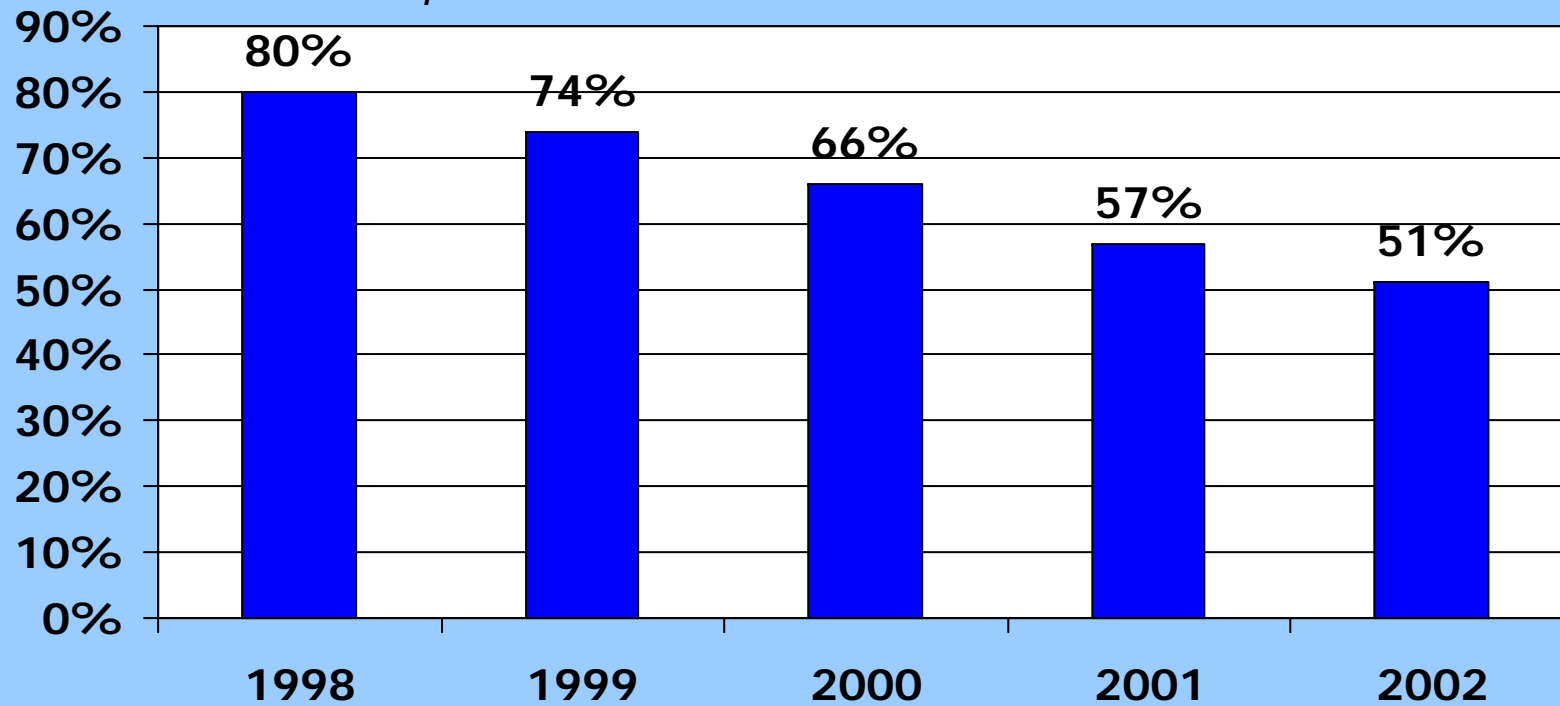
# Ob/Gyn Supply Increased Between 2000 and 2004

**Supply of Obstetrician/Gynecologists in New York State, 2000 and 2004**



# Demand for New Ob/Gyns Has Been Steadily Declining in the last 5 years

Percentile Rank of Obstetrics and Gynecology on Demand for Physicians in New York State, 1998 to 2002





# Ob/Gyn Summary

---

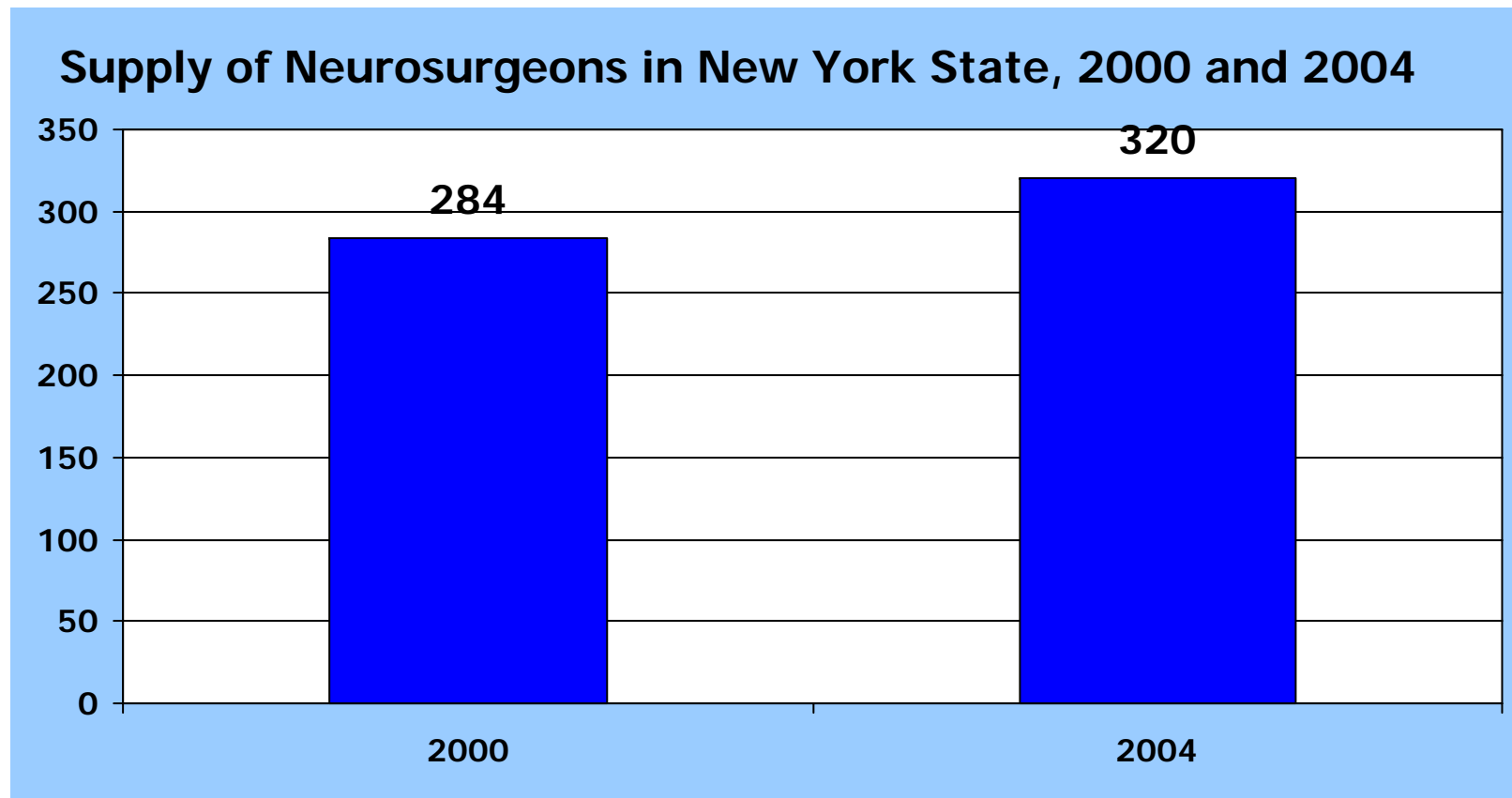
- Supply of Ob/Gyns growing more slowly than overall population of physicians
- Demand for Ob/Gyns relative to other specialties declining substantially over time
- Demographic changes in overall population and lowered birth rates in NYS



## Specialty in Focus: Neurosurgery

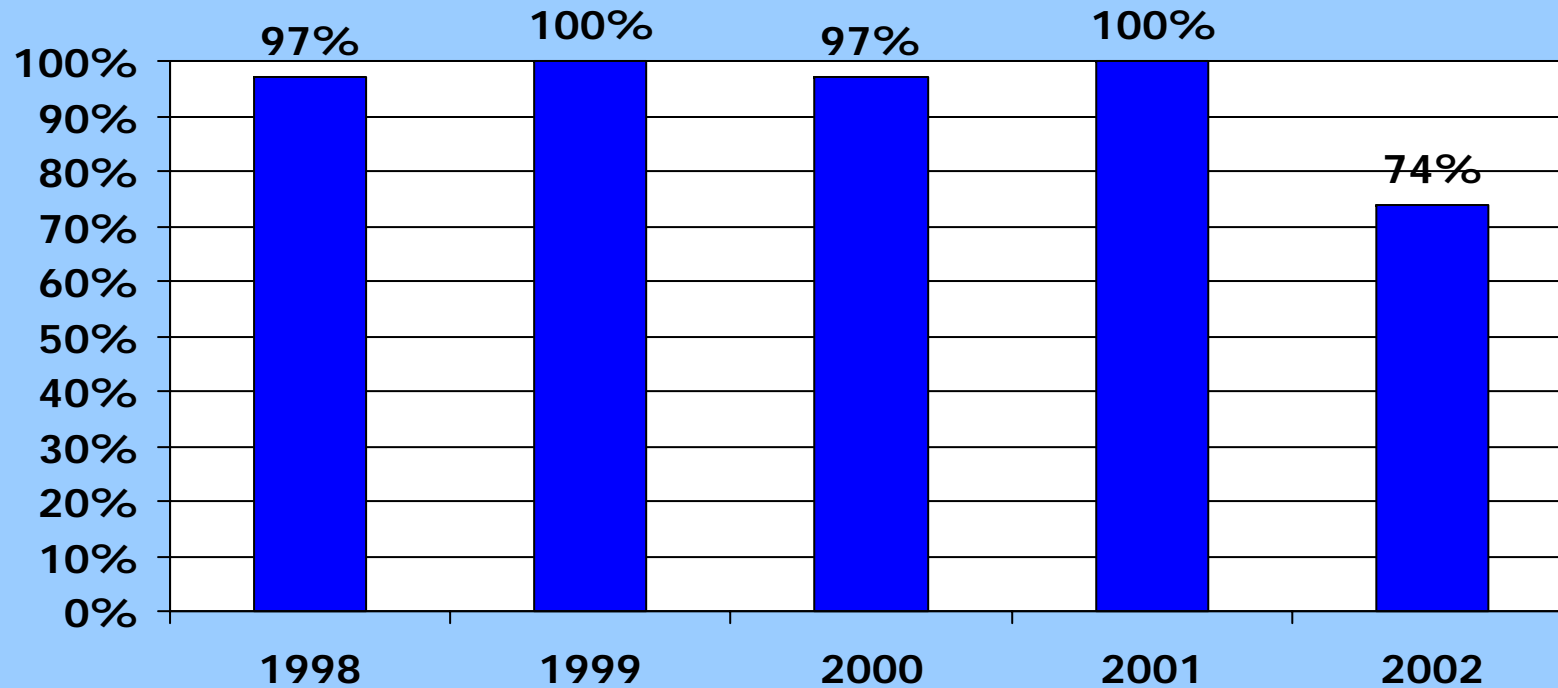
Specialty	7 yr-Avg Retire/Reduce	Supply (2005)
General Surgery	12%	1,582
Obstetrics and Gynecology	11%	3,109
Neurosurgery	9%	320
Family Practice	9%	4,470

# Supply of Neurosurgeons Growing at a Higher Rate than Overall Physician Supply



# Demand for New Neurosurgeons Has Been Strong

Percentile Rank of Neurosurgery on Demand for Physicians in New York State, 1998 to 2002







# Neurosurgery Summary

---

- Supply of neurosurgeons growing more quickly than overall population of physicians
- Demand for neurosurgeons relative to other specialties consistently high
- Retirement/reduction in practice may not adversely affect availability of neurosurgeons



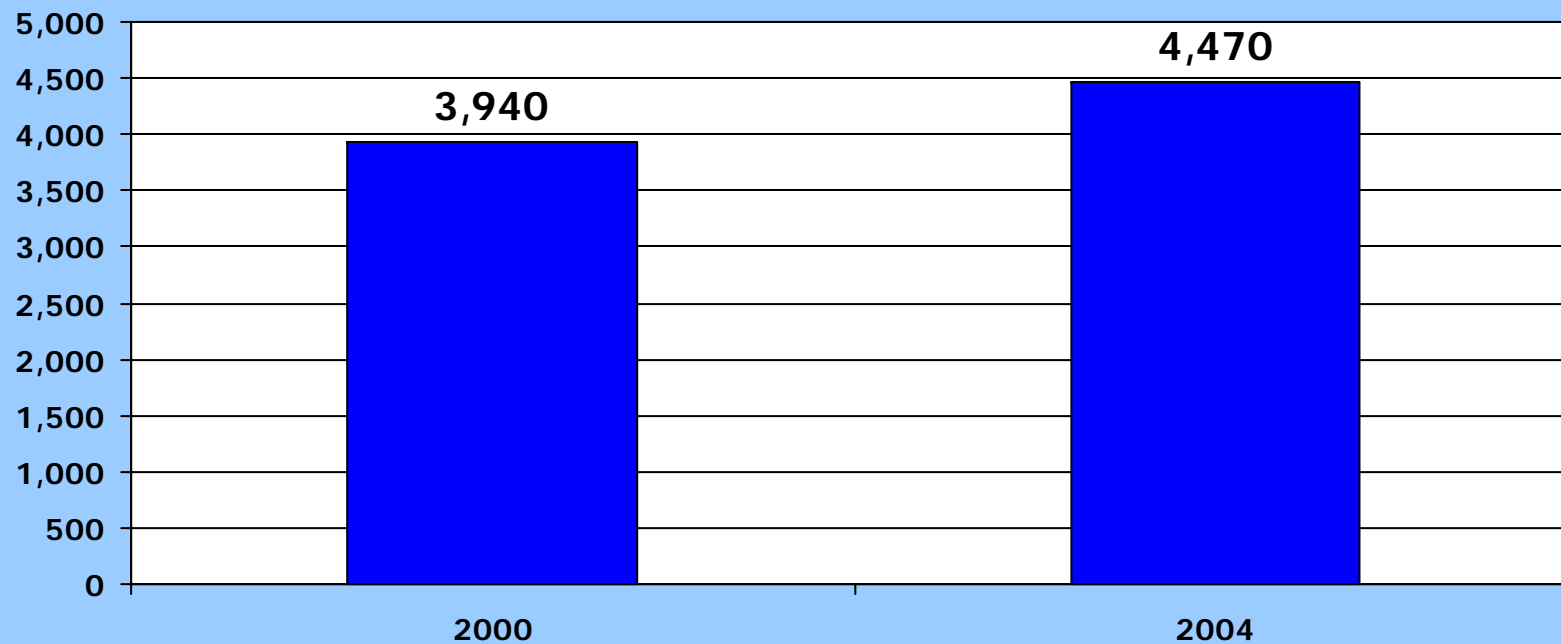
## Specialty in Focus: Family Practice

---

Specialty	7 yr-Avg Retire/Reduce	Supply (2005)
General Surgery	12%	1,582
Obstetrics and Gynecology	11%	3,109
Neurosurgery	9%	320
Family Practice	9%	4,470

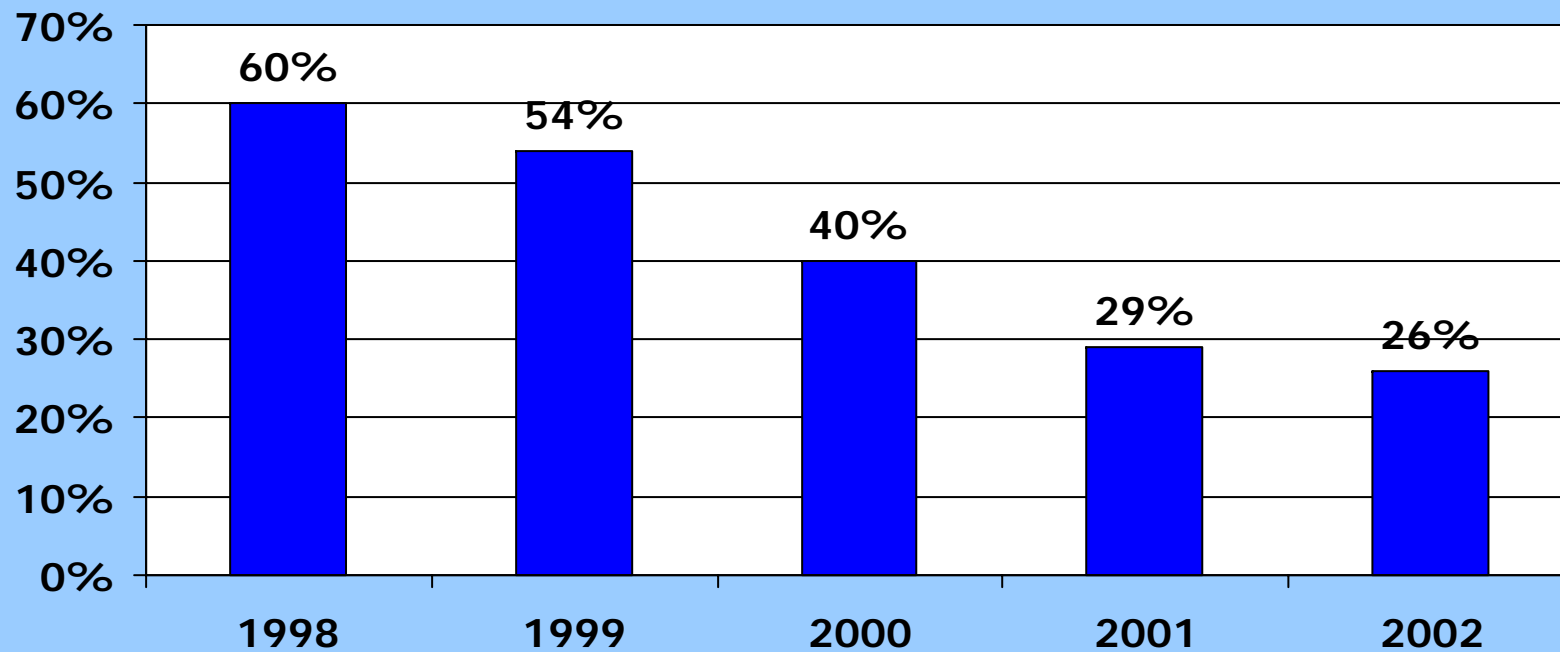
# Supply of FPs Has Grown in the Last 5 years

**Supply of Family Practitioners in New York State, 2000 and 2004**



# Demand for FPs Has Been Steadily Declining

Percentile Rank of Family Practice on Demand for Physicians in New York State, 1998 to 2002





# Family Practice Summary

---

- Supply of family physicians growing more quickly than overall population of physicians
- Demand for family physicians relative to other specialties has dropped dramatically in recent years
- High rates of retirement/reduction in practice could be linked to lower demand accompanied by increasing supply



# Conclusions

---

- Physician retirement and reduction of practice plans are important for a better understanding of the relationship between supply and demand for physicians
- Interpreting the significance of physician retirement/reduction of practice rates differs across specialties
- Implications of physician retirement/reduction of practice should be viewed within the context of the supply of and demand for a specialty