

Description

Pay locums (and part-time physicians) the same rate as the Full time ED physicians on staff

Benefits

- Depending on current locum remuneration levels, this can result in a slight to significant increase in locum pay – making the hospital more attractive to locum physicians
- There is a strong link between pay and productivity/satisfaction
- Better paid locums will be more likely to return in the future
- Creates a feeling of equity for the locums
- Can simplify remuneration processes

Challenges

- Appropriate allocation of funds can be difficult to determine
- Some upfront work to change remuneration and scheduling policies
- In the end, the hospitals may still be dependent on availability of locums

Recommendation

- Provide locum physicians the same remuneration as the local FT physicians
- Develop different rates for day, night, weekend and holiday pay to incent coverage of hard to fill shifts.
- Be flexible and consider scheduling requests