

Part-time vs Full-time

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No disclosures



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Objectives



Analyze the terms
full-time & part-time in
anesthesiology



Identify factors
influencing the decision
to work part-time



Debate pros & cons of
part-time anesthesiology
employment

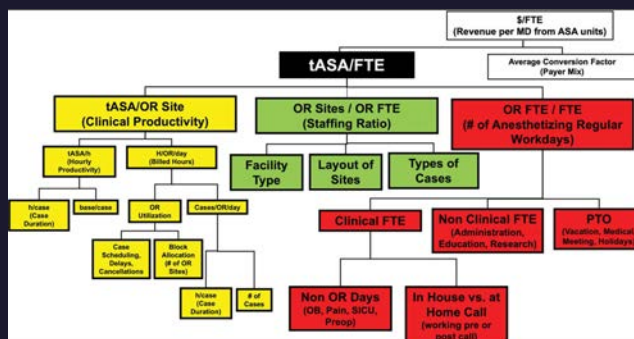


Explore new ideas for
anesthesia staffing

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What's full-time in anesthesiology?



Units billed

Shifts covered

5 days/wk + call

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Abouleish AE et al. Anesthesiology 2019

Abouleish AE et al. Anesthesiology 2023

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What is part-time?

- A fraction of 1.0 FTE?
- Units billed $\neq$ actual time worked
- Comparison?

Sample Company Name

1234 Oak Avenue St. Louisville, TN 37086

EARNINGS STATEMENT

EMPLOYEE NAME		SSN	EMPLOYEE ID	CHECK NO.	PAY PERIOD	PAY DATE
Brandon Smith		XXX-XX-01234	1234	807221	12/22/17-12/28/17	12/29/17
INCOME	RATE	HOURS	CURRENT TOTAL	DEDUCTIONS	CURRENT TOTAL	YEAR-TO-DATE
GROSS WAGES	18	40	720.00	FICA MED TAX	10.44	542.88
				FICA SS TAX	44.84	2,321.28
				FED TAX	92.40	4,804.75
PAY-STUBS.COM						
YTD GROSS	YTD DEDUCTIONS	YTD NET PAY	CURRENT TOTAL	CURRENT DEDUCTIONS	NET PAY	
37,440.00	6,783.31	27,856.69	720.00	188.14	531.86	

No definition of part-time anesthesiology exists 🤔

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Bodendieck E et al. BMC Health Serv Res 2022
McIntosh CA et al. Anesthesiol Clin. 2008

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Who chooses part-time?

1 in 4
physicians

Female

Younger or
older

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Pre-pandemic

2013 RAND study

- ↑ # female physicians
- 40% of anesthesiologists < 36 yr are female
- 15% of anesthesiologists > 65 yr are female
- ↓ compensation
- Total hours worked related to *marital status*

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Baird M et al Anesthesiology 2015

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Why?

- Family
- Aging/health conditions
- Burnout

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Burnout, FTE, & Gender



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FEMALES:
↑ BURNOUT



PT:
IMPROVED
WORK-
PRIVACY
CONFLICT



INHERENT
CONFLICT

Garthus-Niegel S et al. BMC Public Health 2016
Bodendieck E et al. BMC Health Serv Res 2022

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Post-pandemic *shift*

- ↓ FTE
- ↑ Retirement
- ↓ Reimbursement
- ↑ Overhead
- ↑ Private equity & healthcare systems
- Shift toward locum tenens

2022
ASA survey

78.4%
w/ staffing shortages

67.7% *high-risk* for
burnout

18.9% **have burnout**

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Afonso AM et al Anesthesiology 2024

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Pros & Cons

- Improved work conditions
- ↑ Recovery time
- ↑ Personal time
- ↓ Overall staffing
- Same work-related stress
- Safety concerns?

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Bodendieck E et al. BMC Health Serv Res 2022
Kato H et al. JAMA Intern Med. 2021

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FTE shift & future staffing?



- Generational norms
- Recruitment
- Retention
- Retirement

Shortage?
Over-supply?

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Wright CC et al. ASA Monitor 2022
Yu CJ et al. ASA Monitor 2024

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Creative approaches to staffing

Anesthesiologists:

- Customized role
- Job-share/ Split FTE
- Locum tenens

Employers:

- Flexible shifts
- Recruiting the “best-fit” candidate
- Focus on retention

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Nalley C. ASA Monitor 2021

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Optimization of OR staffing

- Block time allocation
- Team-model assignments

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Peters JA & Young D. Physician Leadership Journal 2022

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