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PHYSICIAN ASSISTANT AND ADVANCED PRACTICE REGISTERED NURSE (APRN) NEWS AND INFORMATION



US. WOMEN'S WORLD CUP

THE FIGHT FOR EQUAL PAY

The U.S. Women's National Soccer Team returned home to a ticker-tape parade in July in New York after winning back-to-back World Cup championships. As much as the praise and accolades and TV ratings (some 1 billion people tuned in to the Women's World Cup this year) meant to sport in the United States, the team is seeking one more victory: equal pay. While the U.S. women have been fighting to get the same pay as the men's soccer team since 2016, the issue gained public attention first in March when members of the USWNT filed a lawsuit against U.S. Soccer. The complaint states that in one scenario women's team players each earn a maximum of \$4,950 per game, and men's team players would earn \$13,166 per game. The lawsuit continues to move forward but both sides are in negotiation for a settlement. For more information, click [here](#).

How NPs and PAs Can Drive Down Costs

For most Americans, it is common knowledge that healthcare providers in the United States charge patients significantly higher prices than providers in Europe. In fact, a 2011 study conducted by the National Institute for Healthcare Management found that the second greatest contributor to rising costs was the increase in physician costs. These costs accounted for 18 percent of the total growth in healthcare expenditures.

But there is an obvious solution — adding more physician assistants and nurse practitioners can lower healthcare costs while maintaining quality of care, several recent studies have found.

Nurse practitioners and physician assistants offer a cost-saving solution for this growing problem. They are healthcare providers who

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YOUR CAREER

COST SAVINGS

► CONTINUED FROM PREVIOUS PAGE

assess, diagnose, and treat medical conditions. They prescribe medication, order and interpret diagnostic tests, and perform medical procedures.

According to the *Journal of Clinical Outcomes Management*, researchers found that a hospitalist care team that employed higher physician assistant-to-physician ratios had mean patient charges between \$7,822 and \$7,755 versus a conventional hospitalist staffing group that had mean patient charges between \$8,307 and \$10,034.

The study showed no significant differences in quality of care, including patient mortality, hospital readmissions within 30 days, length of stay, and specialty consultant use rates.

An analysis of multiple studies conducted by the American Academy of Physician Assistants shows that hospital-based PAs help to decrease hospital readmission rates, length of stays and infection rates. Many studies agree that hiring more physician assistants results in increased access to care and overall cost savings, which has far-reaching implications for taxpayers.

Likewise, according to the Amer-



ican Association of Nurse Practitioners, there is consistent evidence that cost-related outcomes such as length of stay, emergency visits and hospitalizations for NP care are equivalent to those of physicians.

Since the implementation of the Affordable Care Act (ACA), the number of advanced practitioners has risen. This is due in part to increased pressure to reduce costs, but it is also the result of the expanded number of people who now have healthcare coverage, combined with a shortage of doctors. The Bureau of Labor Statistics estimates that the number of physician assistants in the healthcare workforce will grow 30.4% between 2014 and 2024.

One key to controlling health

care costs for many hospitals is to consider boosting physician assistant staffing. According to a 2016 study, the median salary for a hospitalist physician assistant was \$102,960, while the median internal medicine physician hospitalist salary was \$253,977.

“We believe this is the first study of its kind to directly compare outcomes and costs between different staffing models using hospitalist PAs [physicians assistants] and hospitalist physicians,” Henry Michtalik, MD, MPH, MHS, Assistant Professor of Medicine at Johns Hopkins University School of Medicine and the study’s senior author, stated in a press release.

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YOUR CAREER

COST SAVINGS

► CONTINUED FROM PREVIOUS PAGE

“It shows that the expanded use of well-trained PAs within a formal PA-physician collaboration arrangement can provide similar clinical outcomes with lower costs, potentially allowing hospitalists to provide additional or different services.”

According to a study from the Society of Hospital Medicine, adding more physician assistants to a hospitalist care team can optimize physician workflows. In the conventional group, physicians oversaw approximately 94 percent of patient visits. However, almost 36 percent of visits with the expanded staffing group were conducted by a physician assistant and about 65 percent were conducted by a physician or by a physician assistant.

Physician assistants in the expanded staffing model also conducted more visits without a same-day physician visit (35.75 percent of visits) than the conventional group (5.89 percent).

“The expanded PA model could free up physicians’ time to focus on more complex cases or allow hospitalists to provide additional or different services.” said Michtalik.

There are similar cost savings associated by employing more nurse

practitioners. Using Texas as the model state, researchers analyzed the potential economic impact that would be associated with greater use of NPs and other advanced practice nurses, projecting over \$16 billion in immediate savings that would increase over time.

Nurse practitioners in Tennessee’s managed care organization provide care at 23 percent lower costs than physicians, resulting in a 21 percent reduction in hospitalization rates.

Healthcare costs are growing at an unsustainable rate. In 1970, Americans spent \$75 billion on healthcare. In 2010, the number rose to \$2.6 trillion. By 2021, spending will reach \$4.8 trillion, which is one-fifth of the U.S. economy. PAs and NPs are one important way to combat rising costs.

“The growth of the PA profession in terms of size and compensation is just the tip of the iceberg,” said Jennifer L. Dorn, AAPA CEO. “PAs are going beyond just healthcare by taking on new leadership roles in health systems around the country. They are well positioned to drive change as the U.S. healthcare system adapts to a growing and aging population, the shift towards value-based care, and a renewed focus on patient education and prevention. In short, the state of the PA profession has never been stronger.”

PA Trends to Watch In 2020

From 2015 to 2017, the number of PAs grew more than 13%. The average salary is almost \$108,000. Some trends to watch this year:

1. Physician Shortage: Physician assistants are viewed as part of the solution to the country’s physician shortage. By 2030, this shortage is expected to grow to as many as 120,000 doctors, according to the Association of American Medical Colleges.

The young age of PAs—which averages about 38—is a bright spot in the healthcare workforce.

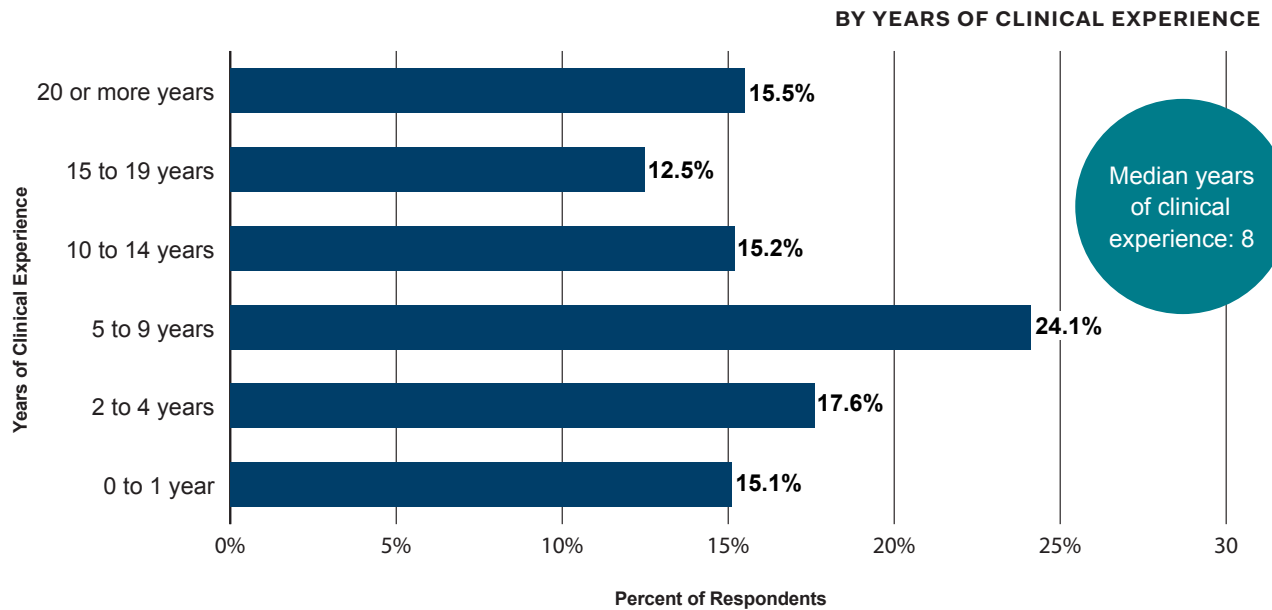
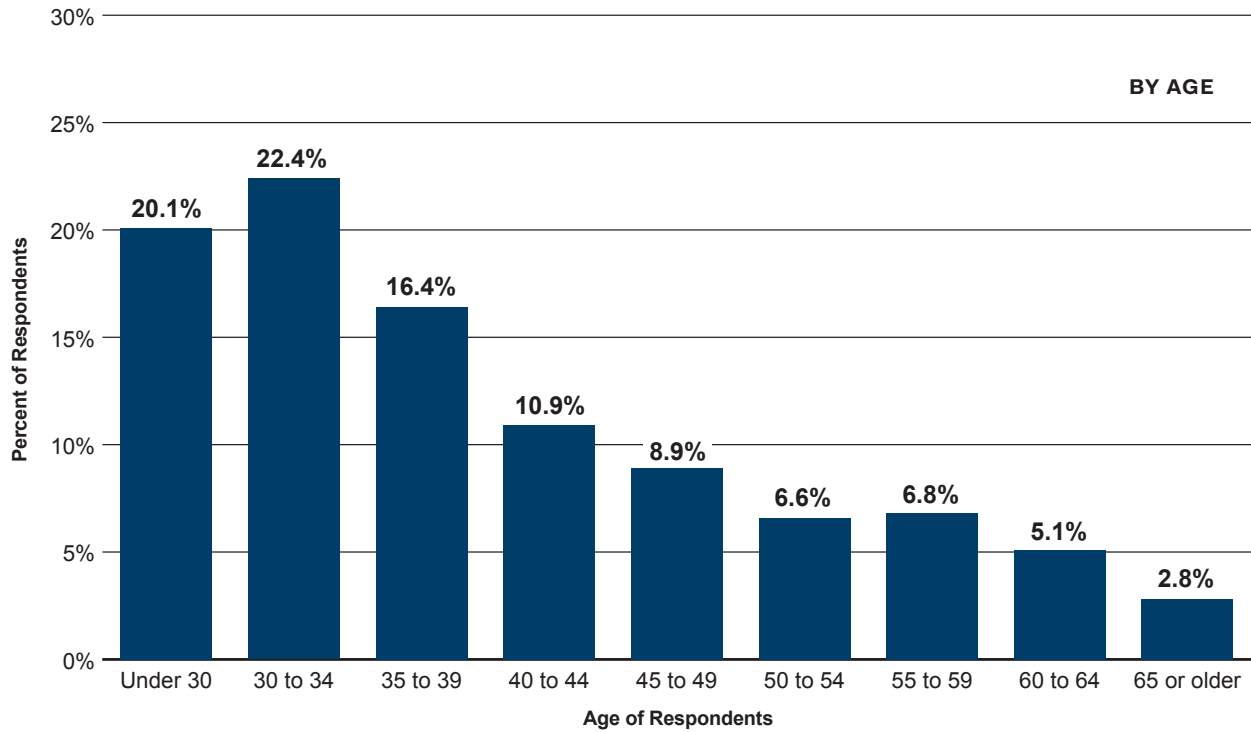
2. Modernizing certification exams: This year, the National Commission on Certification of Physician Assistants will offer electronic administration of the 10-year recertification exam, allowing PAs to take the exam on phone, laptop, tablet, and desktop computers.

3. Updating state legislation: States are modernizing their legislation as it relates to PA practice because the healthcare industry has changed from PAs working for one doctor to more providers working in health systems.



STATISTICS

DISTRIBUTION OF PAs BY AGE & CLINICAL EXPERIENCE



(2018 AAPA Salary Report)





INSIDE LH (LYLE HEALTH IS AN EXECUTIVE PA & NP SEARCH FIRM)

LYLE HEALTH CONTINUES TO GROW: OPENS NEW LOCUM TENENS DIVISION

Lyle Health has expanded staffing services to include a Locum Tenens division. The company has made a sizable investment in the temporary staffing division and now places Physicians, Physician Assistants and Nurse Practitioners into Locum assignments. We offer both permanent, locum and locum-to-permanent staffing services. We typically direct source 70% of our permanent placements and have a robust repository of providers to meet employer needs. Below are the advantages for both employers and providers in using contingent services:

WHAT IS LOCUM TENENS?

Locum Tenens is Latin for “Place holder, to substitute for.”

WHAT KIND OF PROVIDERS DO WE PLACE?

Lyle Health places Physicians, Physician Assistants and Nurse Practitioners into Locum positions.

WHY DO PHYSICIANS CHOOSE THE LOCUM LIFESTYLE?

Physicians, Physician Assistants and Nurse Practitioners have fallen in love with the Locum lifestyle. Here are some of the reasons why.

*Ability to travel the country, see new places and meet new people

*Extra income, as Locum positions typically pay 20% more than permanent positions

*Quality of life; providers have the flexibility to work when they want and choose their schedules

WHAT ARE THE ADVANTAGES FOR MD, PA AND NP PROVIDERS WORKING ON A LOCUM BASIS?

Hospitals, rural health clinics and private practices typically need Locum staffing assistance for a variety of reasons.

Here are the top three:

*Leave of absences, extended vacations or sabbaticals

*Supplemental staffing during peak seasons of the year

*Permanent positions going unfilled and the work needs to be done

WHAT MAKES LYLE HEALTH’S LOCUM DIVISION DIFFERENT?

With a startup team of 23 recruiters and account managers focusing on recruiting and filling Locum positions, the company’s internal band width is a huge advantage over the competition. Additionally, with lower bill rates and competitive conversion fees, it makes sense financially for employers to work with Lyle Health. Bill rates include all provider expenses including payroll costs, travel and malpractice insurance.





INSIDE TLG (THE LYLE GROUP IS AN EXECUTIVE PA & NP SEARCH FIRM)

THE LYLE RECRUITMENT PROCESS

ANALYZE

- Clearly define and understand the employers position.
- Build a consensus among the team as to the key competencies required.
- Discuss the responsibilities, experience preferences, specialty and location.
- Develop an in-depth target profile of the ideal candidate — mandatory skills and preferred attributes.
- Conduct targeted research on the employer and its competitors.

IDENTIFY

- We draw upon our available resources, contacts and referrals to accumulate the largest possible pool of candidates.
- Conduct original research

to identify individuals whose experience, credentials, skills and accomplishments are a good match for our employer.

- Promote the opportunity through our extensive network.
- Conduct in-depth interviews of the top candidates to match their skills and career goals to the hiring team's performance expectations.

SELECT

- Assist client in interviewing finalists and narrowing the selection.
- Develop the strategy to on board the client's final selected candidate.
- Facilitate agreement between client and candidate on terms of engagement, including compensation.
- Stay in contact with both parties to ensure a productive relationship.

PM RECRUITER SPOTLIGHT

VICTORIA POOLE

WHY RECRUITING

I have a couple of close friends that are recruiters and they always talk about how rewarding of a job it is. What you put into it is what you get out of it and that's exactly the type of position I was looking for after college.

FAVORITE PART OF YOUR JOB

I love when people actually look forward to talking to you, because when they want to talk to me, I want to talk to them. I try hard to help people find their first job or a better job and forging a real relationship with them.



THREE THINGS YOU DIDN'T KNOW ABOUT VICTORIA:

1. I swam Division 1 in college.
2. I've lived in CT my whole life.
3. I've been a vegetarian for a little over a year now.

NPs AT RECORD HIGH IN U.S.

270,000

The American Association of Nurse Practitioners® (AANP) reports that more than 270,000 nurse practitioners (NPs) are currently licensed to practice in the United States. This number has seen a substantial increase since 2007, when there were an estimated 120,000 NPs.





INSIDE TLG (THE LYLE GROUP IS AN EXECUTIVE PA & NP SEARCH FIRM)

ADVANTAGES OF USING A CONTINGENT STAFFING SERVICE

Sourcing, screening and hiring Physician Assistants and Nurse Practitioners can be a very difficult task. PA and NP Providers are typically an integral part of any organizations ability to effectively meet patient demands and provide top-level healthcare services. At Lyle Health, we solely recruit and place Physician Assistants and Nurse Practitioners.

TOP 5 ADVANTAGES FOR EMPLOYERS TO USE CONTINGENT STAFFING SERVICES:

- * Gain access to candidates otherwise not available to employers
- * Passive providers, and especially those confidentially looking for new opportunities, rarely apply to ads online or post their CV into CV Database job boards
- * All candidate submissions are already pre-screened on your job requirements, location and specialty
- * Employers only pay if they hire a candidate referred to them by the staffing firm
- * Each placement is accompanied with a 90 day full money back guarantee

That is all we do. We offer both permanent, locum and locum-to-permanent staffing services. We typically direct source 70% of our permanent placements and have a robust repository of providers to meet employer needs. Below are the advantages for both employers and providers in using contingent services:

TOP 5 ADVANTAGES FOR CANDIDATES TO USE CONTINGENT STAFFING SERVICES:

- * Save time! Recent grads can focus on rotations and certification exams and allow the recruiter to identify viable opportunities. Experienced providers can focus on their current job and allow the recruiter to search job openings on their behalf.
- * Professional advice on CV writing, interview tips and what locations and specialties are hot and cold
- * Gain access to jobs that are not posted online or perhaps may be confidential openings
- * Gain an insight into why positions are open and gauge turnover factors
- * Allow the recruiter to help negotiate any employment agreements to ensure they are optimal and fair



HOT JOB

MIAMI, FLA. — SURGICAL PA

Miami, Florida based plastic surgery practice is seeking an experienced surgical physician assistant to join their team.

Responsibilities:

- Full-time position in plastic surgery
- Combination of hand surgery, breast surgery, and aesthetic surgery
- First-assist in the OR 3-4 days per week
- Rounding on hospital inpatients
- Minimal clinic time
- Frequently 4 day work week
- Call schedule is one week on, one week off, but typically only 2 ER cases per call week

Benefits:

- Highly competitive base salary and bonus structure
- Benefits package includes health insurance, 401(k), CME stipend, PTO and paid holidays.

CONTACT

kevin@lylestaffing.com | 860.470.7611

BY THE NUMBERS

\$11,000

Among PAs in 2017, the overall median base salary for women was \$11,000 lower than men, according to the 2018 AAPA Salary Report.



LATEST NEWS AND HEADLINES

- ▶ Premature deaths caused by heart failure are on the rise in the U.S., according to a study by Northwestern Medicine. The obesity and diabetes epidemics in the U.S. likely contribute to the increase in heart failure-related deaths.
- ▶ A typical family of four with large employer health coverage spent \$7,726 on premiums and cost sharing in 2018, according to an analysis released this week by the Kaiser Family Foundation. That's 18% more than in 2013
- ▶ Some residents of Newark, N.J. are being offered bottled water after tests found high levels of lead in drinking water despite the use of filters.
- ▶ Two experimental Ebola treatments have worked so well in the Democratic Republic of Congo outbreak that they will be offered to all patients, scientists say.
- ▶ At least 15 states have identified more than 120 cases of lung disease or injury that could be linked to vaping, a CNN survey of state health departments has found. States with the most cases include Wisconsin, with 15 confirmed cases and 15 more under investigation.

- New York Times [Premature babies lag in vaccinations](#)
- CNN [Eating a plant-based diet might help prevent type 2 diabetes, study finds](#)
- BBC [Older women at higher risk for Lyme disease in U.K.](#)
- CNN [New global guidelines to reduce dementia](#)
- Reuters [21 new measles cases reported in U.S.](#)
- Science Daily [Insomnia tied to higher risk of heart disease, stroke](#)



CANDIDATE SPOTLIGHTS

BRYNA SPEZIALETTI

SCHOOL Thomas Jefferson University

LOCATION PREFERENCES All of NJ and eastern PA

SPECIALTY PREFERENCES Orthopedics

While attending PA school, Bryna spent her free time cheerleading for the Thomas Jefferson Rams, where she soon discovered a love for orthopedics and the way the body moves. Bryna is looking her first position in orthopedics in her home state of New Jersey, where she can say close to friends and family while doing what she loves.



ELIZABETH (LIZ) LUKETICH, PA-C

SCHOOL Pace University

LOCATION PREFERENCES Southern Connecticut

SPECIALTY PREFERENCES Orthopedic Surgery

Liz has been working at an orthopedic practice in New Jersey since graduating PA school in 2018. She is originally from Connecticut and plans on relocating back this fall. Liz has always been an athlete and avid sports fan which is where her passion for orthopedics began. Liz loves biology, helping people and learning how the human body works.



DARCY GORSKI, PA-C

SCHOOL University of New England, M.S.
Physician Assistant Studies, 2019

LOCATION PREFERENCES California

SPECIALTY PREFERENCES Orthopedics, Emergency Medicine,
Urgent Care, Family Medicine

Darcy is originally from New York but relocating to California to be closer to friends and family. She is pursuing opportunities in Orthopedics, as she was a Medical and Operating Room Assistant at Genesee Orthopedics prior to becoming a Physician Assistant. Darcy also thoroughly enjoyed her Emergency Medicine and Family Medicine rotations because both specialties offer a wide scope of practice. She is excited to begin her Physician Assistant career and enjoy all the food, beaches, beautiful weather and outdoor activities that California has to offer!

CONTACT kevin@lylestaffing.com | 860.470.7611



HOT JOB

TAMPA, FLA. — PA

A busy four-physician Rheumatology practice in Tampa, FL is looking to add an experienced PA to their team. The PA must have at least one year of hands on experience in clinical Rheumatology.

Office hours are as follows:

Monday – Thursday: 8:30 am
to 5:00 pm

Friday: 8:30 to 12:00 pm

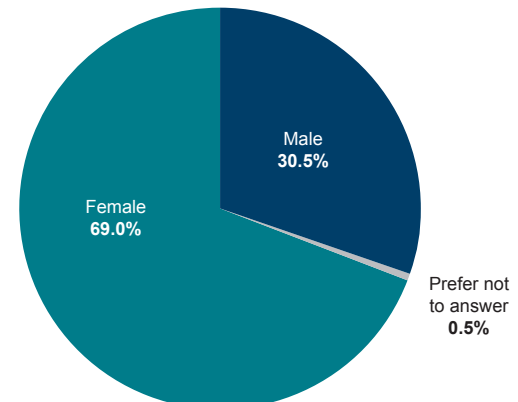
There is some flexibility with the work schedule. Competitive compensation corresponds with experience. Health, dental and vision insurance are available, along with paid vacation, paid holidays, CME and relocation assistance. Experience is required to be considered for this position.

CONTACT

kevin@lylestaffing.com | 860.470.7611

BY THE NUMBERS

Distribution of PAs by gender,
according to the 2018 AAPA Salary
Report.





MANNA IN CASTLE ROCK, COLORADO



BISTRO ON THE HILL IN WARRENTON, VIRGINIA

THE LOBBY GRILLE; MANNA / COLORADO; BISTRO ON THE HILL / VIRGINIA

THREE OF THE BEST HOSPITAL CAFETERIAS IN THE U.S.

A hospital is not the place that most people would *choose* to eat — unless they were visiting a relative or friend who had been admitted. However, hospital cafeterias are changing with the times, offering better quality of food, environment and service.

Two hospital cafeterias (really, more like restaurants) that get top reviews on [tripadvisor.com](https://www.tripadvisor.com): [Manna](#), located inside Castle Rock Adventist Hospital in Castle Rock, Colorado, south of Denver and [Lobby Grille](#) located in Montrose Memorial Hospital in Montrose on the western

side of the state.

MANNA REVIEWS

“Unique, yet amazing...check this hidden gem out... I was shocked that this was a hospital cafe.”

LOBBY GRILLE REVIEWS

“Well kept local secret...Doesn't feel like a hospital cafeteria at all...It may be located in the hospital but it definitely is NOT hospital food.”

On the east coast, Fauquier Hospital in Warrenton, Virginia gets high marks for its hospital cafeteria — Bistro on the Hill. The cafeteria has a separate entrance. Customers can

create their own Mongolian stir-fry by selecting from a variety of fresh seafood, meats and vegetables. The bistro has its own bakery, making homemade pies, cakes or pastries.

On Tuesdays and Thursdays, the bistro offers customers 55 and older a complete meal for \$5.47.

The Bistro also is available for catering.

BISTRO REVIEWS ON YELP.COM

“This place has healthy inexpensive and good food...I'll be eating here even when I don't have business at the hospital.”



SAFETY

SPORT RELATED INJURIES

The family of NFL Hall of Fame linebacker Junior Seau has settled their wrongful death lawsuit against the NFL. Seau died from suicide at the age of 43; his death followed a long battle with chronic traumatic encephalopathy, or CTE, a degenerative brain disease linked to repeated hits to the head.

With a recent emphasis on player safety, new helmet rules in the NFL and a spike in sport related injuries in children, Lyle Health has gathered information on some of the largest orthopedic surgery practices in the country:



EMPLOYER	CITY	STATE	MEDICARE CHARGES	# OF PHYSICIANS
Hospital for Special Surgery	New York	NY	\$238,404,168	270
OrthoCarolina	Charlotte	NC	\$182,269,331	237
Rothman Orthopaedic Institute	Philadelphia	PA	\$198,920,351	189
Florida Orthopaedic Institute	Temple Terrace	FL	\$107,087,943	130
EmergeOrtho	Apex	NC	\$181,824,521	130
Resurgens Orthopaedics	Decatur	GA	\$106,723,201	118
The Core Institute	Phoenix	AZ	\$81,924,793	114
Twin Cities Orthopedics	Amery	WI	\$33,997,422	106
Illinois Bone & Joint Institute	Arlington Heights	IL	\$104,125,234	89
OrthoIndy	Carmel	IN	\$49,581,372	78
Campbell Clinic PC	Germantown	TN	\$41,913,699	71
Premier Orthopaedics	Broomall	PA	\$46,066,936	69
Tennessee Orthopaedic Alliance	Nashville	TN	\$59,996,538	61
Hughston Clinic	Columbus	GA	\$52,155,070	59
OrthoArizona	Phoenix	AZ	\$44,237,270	59
OrthoTennessee Therapy	Knoxville	TN	\$38,595,618	58
Fondren Orthopedic Group	Houston	TX	\$42,279,542	58
Mississippi Sports Medicine and Orthopaedic Center	Jackson	MS	\$43,828,200	53
Midwest Orthopaedics at Rush LLC	Chicago	IL	\$62,418,513	53
Mid-America Surgery Institute	Overland Park	KS	\$32,591,374	53
Orthopaedic Clinical Associates	Boston	MA	\$26,143,719	47
UBMD Orthopaedics & Sports Medicine	Williamsville	NY	\$11,222,509	46
Michigan Orthopaedic Surgeons PLLC	Southfield	MI	\$34,581,316	44
University Orthopedics	Middletown	RI	\$26,838,957	43
Crystal Clinic Orthopaedic Center	Akron	OH	\$21,118,277	42
Orlin & Cohen Orthopedic Group	Lynbrook	NY	\$23,469,344	42
Orthopedic Centers of Colorado	Denver	CO	\$23,550,567	42
Texas Spine and Joint Hospital Physicians	Tyler	TX	\$54,301,287	41
Panorama Orthopedics & Spine Center	Golden	CO	\$17,733,765	41





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