

■ Have an Orlando Adventure!

■ Saving for Retirement

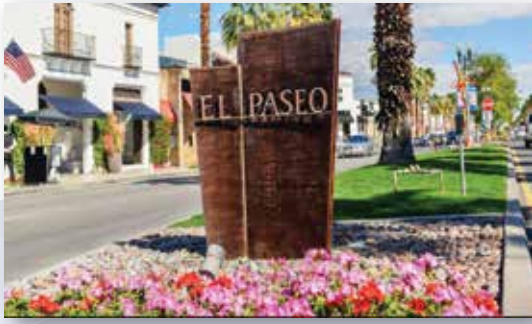
■ Is Telemedicine Right for You?

# Career Guide

---

VETERINARY  
ORLANDO, FL

December 2018



Animal Samaritans, an animal welfare organization committed to improving the lives of animals and people, is looking for an experienced and dedicated Doctor of Veterinary Medicine (DVM) to join our successful practice in the beautiful Coachella Valley (Palm Springs area). *The Palm Springs area is approximately a two hour drive from the major metropolitan areas and beaches of Los Angeles and San Diego.* Full-time and Part-time opportunities available. We provide competitive wages, benefits and the opportunity for meaningful work without the unwanted pressure and stress of corporate veterinary medicine. We operate two thriving veterinary clinics with up-to-date diagnostic and surgical equipment, including digital dental and general radiology, ultrasound, in house CBC and Chemistry, paperless medical record keeping, our own relay tower for wireless communication, and a great support staff.



### **Title: Doctor of Veterinary Medicine - DVM**

#### **Responsibilities:**

- Provide daily, primary veterinarian services for small animals (dogs and cats) commensurate with the State of California and State Humane Association of California guidelines. Responsibilities include performing medical examinations, diagnostics, veterinary medicine procedures, testing and surgeries.
- Communicate effectively and clearly while providing pet ownership counseling and explaining veterinary medical procedures to clients.
- Supervise and guide veterinary clinical technicians and staff in the rendering of veterinary medical procedures and surgeries.
- Keep accurate and complete records of medical care rendered to animals in compliance with State of California record keeping and reporting requirement. Adhere and preserve the confidentiality of records and information.

#### **Qualifications:**

**Education:** Must possess a California license to practice veterinary medicine, a DEA license or the ability to obtain one, and APHIS certification. Newly graduating DMVs encouraged to apply.

**Licensing:** A DEA license or the ability to obtain one, and APHIS certification.

#### **Skills:**

- Working knowledge of veterinary clinic procedures and practices
- Excellent communication and people skills.
- Team player: Our ideal candidate will be committed to partnering with our great support staff to provide exceptional veterinary services.

Working knowledge of computers, preferably knowledge MS Office suite. Knowledge of ImproMed Software a plus

#### **Animal Samaritan offers a comprehensive benefits package including:**

- Medical, Dental and Vision options
- Retirement Plan – 401K with match
- Flexible PTO including 7 paid holidays
- Flexible work schedules
- Student Loan forgiveness opportunity
- Discount on veterinary services
- Payment of Veterinary license and AVA license renewal fee
- Omissions & errors insurance (general liability coverage)
- Stipend for C.E. conference training
- Relocation Package for long-distance and out-of-state DVMs



#### **How to Apply:**

Interested candidates please contact Bill Rielly, Human Resources Specialist, 760-601-3758. Email CV / Resume to: [wrielly@animalsamaritans.org](mailto:wrielly@animalsamaritans.org)

If you want to work for the greater good of animal welfare while practicing veterinary medicine, Animal Samaritans is an excellent choice. We also provide low-cost spay/neuter services, operate a no-kill animal shelter, provide bi-lingual humane education for area school children, an animal rescue program in partnership with the public shelters, and a pet therapy program with area nursing homes, hospitals, and special needs facilities for disabled children.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, citizenship, disability or protected veteran status.

# Contents



4

**Orlando** is known for its theme parks and then some. See what Orange County has to offer.

8

Find out why **Saving for Retirement** should begin sooner than later.



12

**Is Telemedicine Right for You?**  
Read on to consider.



# Have an Orlando Adventure!

## Discover why Orlando is more than just theme parks

Welcome to Orlando! While the city is most famous for its theme parks - thanks to the legendary imagination of Walt Disney - Orlando also offers many other family attractions. Let's start our journey with a few must-see destinations before heading to the theme parks.

### Kennedy Space Center Visitor Complex

On Florida's Atlantic Coast, around an hour's drive away from Orlando, the Kennedy Space Center Visitor Complex is a must-visit if you are traveling with space-mad kids. The exhibition halls are fascinating, but the possibility of meeting an astronaut delivers some real star-studded magic.

Check the program for details.

**Florida 32899 | 855-433-4210**  
**[kennedyspacecenter.com](http://kennedyspacecenter.com)**

### Dr. Phillips Center for the Performing Arts

This city arts center attracts big-name comedy and musical acts, world-class theater and musical theater performances, as well as hosting local ballet and opera. It's located in the upscale Dr. Phillips neighborhood, just a short drive from downtown. Check out the program and book your visit in advance.

**445 S Magnolia Ave, Orlando, FL 32801 | 407-839-0119**  
**[drphillipscenter.org](http://drphillipscenter.org)**

### Orlando Science Center

This is a fabulous interactive and family-friendly science museum with diverse exhibits in a number of exhibition halls including Our Planet, DinoDigs, Kinetic Town and Nature Works. Well worth a visit if you are in town with the family.

**777 E Princeton St, Orlando, FL 32803 | 407-514-2000**  
**[osc.org](http://osc.org)**

### Rollins College

This illustrious college in the upscale neighborhood of Winter Park attracts music-loving visitors to its campus each spring, thanks to the renowned annual Bach Festival. Also on campus is The Cornell Fine Arts Museum, one of the oldest and most distinguished art collections in Florida with more than 5,000 pieces of art.

**1000 Holt Ave, Winter Park, FL 32789 | 407-646-2526**  
**[bachfestivalflorida.org](http://bachfestivalflorida.org)**  
**[rollins.edu/cornell-fine-arts-museum/visit/index.html](http://rollins.edu/cornell-fine-arts-museum/visit/index.html)**

### Mall at Millenia


Orlando boasts an array of malls, but the cream of the crop is the upscale Mall at Millenia. Here, you'll find high-end labels including Bulgari, Cartier, Chanel and Salvatore Ferragamo alongside favorites such as Urban Outfitters, Victoria's Secret, Anthropologie and Abercrombie & Fitch. The anchor stores are Neiman Marcus, Bloomingdale's and Macy's and the many restaurants include The Cheesecake Factory, Brio Tuscan Grille, and the California Pizza Kitchen.

**4200 Conroy Rd, Orlando, FL 32839 | [mallatmillenia.com](http://mallatmillenia.com)**

### Lake Eola Park

This 43-acre downtown park has an interesting program of activities. The park has an amazing lake with an 80-foot (24-meter) sinkhole, and hosts a popular Sunday morning farmers' market as well as a variety of community events throughout the year. Enjoy a concert or a play in the amphitheatre, check out the view of the Orlando skyline, and on Sundays, you can stop by the Farmers' Market.

Linton E. Allen Memorial Fountain in Lake Eola, seen on numerous postcards and cityscapes. The lakeside track is ideal



*Orlando is famous for its theme parks south of the city and also offers many other family attractions.*

for runners or a family stroll. Kids will love the swan-shaped paddle boats on the park's lake, a relaxing but fun family activity.  
**512 E Washington St, Orlando, FL 32801**  
[cityoforlando.net/parks/lake-eola-park](http://cityoforlando.net/parks/lake-eola-park)

### University of Central Florida Arboretum

With almost 600 plant species within 80-acres (32-hectares), this is a must-see attraction for plant lovers. The Arboretum, opened in 1983, boasts at least eight natural ecosystems. Visitors can admire the Swamp Habitat, walk or bike along the 9-acre (3.6-hectare) lake, or play a game of disc golf.  
**110 Apollo Cir, Orlando, FL 32816 | 407-823-3583**  
[arboretum.ucf.edu](http://arboretum.ucf.edu)

### Winter Park

Whether you want to take a rejuvenating walk through the grounds or play an intense game of volleyball, Winter Park has something for everyone. Visit one of the many playgrounds, or browse for goodies at the Saturday Farmers Market. You can also enjoy the blooms at the Kraft Azalea Garden, or learn about the history of Winter Park at the Winter Park History Museum.  
**200 W New England Ave, Winter Park, FL 32789 | 407-599-3397**  
[cityofwinterpark.org/departments/parks-recreation/farmers-market](http://cityofwinterpark.org/departments/parks-recreation/farmers-market)

### Lake Louisa State Park

Florida has three national parks and 164 state parks, including the beautiful Lake Louisa State park, a mixed-terrain park just

a short drive from downtown Orlando. The eponymous lake is designated an Outstanding Florida Water Way and offers canoeing, fishing, lake swimming and kayaking. On the shores of Lake Louisa, you'll find picnicking facilities and a small playground. There are also a number of smaller lakes within the park boundaries, two of which offer additional opportunities for fishing and kayaking. Meanwhile, 16 miles of mixed-use trails and 4 miles of hiking trails provide opportunities for hiking, biking, nature watching and horseback riding.

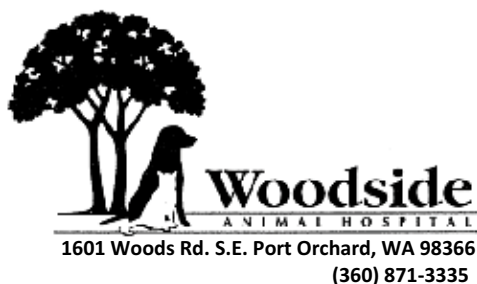
**7305 US Highway 27, Clermont, FL 34714 | 352-394-3969**  
[floridastateparks.org/park/Lake-Louisa](http://floridastateparks.org/park/Lake-Louisa)

### Theme parks

You can spend weeks in Orlando's theme parks, especially at The Disney World Resort encompassing six parks; four theme parks and two water parks as well as a newly revamped shopping and dining area. For those who are cinema lovers and Harry Potter fans, Universal parks, Universal Studios Florida and Universal's Islands of Adventure are a treat. The Universal water park is Orlando's newest and most fabulous attraction.

**disneyworld.disney.go.com | 407-939-5277**  
**universalorlando.com/web/en/us/theme-parks/universal-studios-florida/index.html | 407-363-8000**

We hope we've given you a little inspiration for great family days out in the Orlando area. Wherever you choose to spend your time, have fun! ■



*Enjoy excellent quality of life in the Pacific NW with access to unlimited hiking, boating, and the cultural opportunities of Seattle and more!* Position open in a busy, well-equipped AAHA accredited companion animal practice for an ambitious practitioner. Generous salary and benefits, as well as ample opportunity for

production bonuses. Our clients are educated, friendly, and have strong bonds with their pets. Our staff is talented, well trained, fun to be with, and long term. No emergency duty; multiple excellent referral options for advanced care. Cat exclusive exam room, "Cat Only" ward with large kennels, hide boxes and cat TV. Signing or moving bonus money negotiable. Applicants must have a Washington State Veterinary License.

Please visit our web page for more information about our hospital at  
[www.woodsideanimalhospital.com](http://www.woodsideanimalhospital.com)

For further information, direct inquiries to our practice manager at  
[kkornish@hotmail.com](mailto:kkornish@hotmail.com) or fax to 360-871-1916.



Alpine Animal Clinic is seeking a part-time or full-time Associate Veterinarian to join our privately-owned small animal practice. We are open Monday-Friday, and we are closed every evening, weekend and major holiday. Better yet - we refer all after-hours emergencies! Pay depends on experience, and benefits are negotiable (including PTO, paid licensing, paid CE, employee discounts, etc). Our focus is on quality of life - for both our staff and our patients. We pride ourselves on providing a relaxed, friendly, supportive environment for our staff, and giving our patients the time and attention they deserve with each and every appointment. Located in the mountains of Northern Arizona, we are lucky enough to experience four seasons (with snowy winters!) and we have a wealth of outdoor-activities right in our backyard.

To apply, or for more information, please contact:  
 Samantha Page, Practice Manager  
 Email: [alpinevet@safeaccess.com](mailto:alpinevet@safeaccess.com)  
 Phone: 928-774-9441



**Don't stop  
 advancing yourself  
 or your career**

The Resources page on [myHealthTalent.com](http://myHealthTalent.com) provides healthcare industry trends, hot topics in your specialty, career advancement tips and much more.

Visit [blog.myhealthtalent.com](http://blog.myhealthtalent.com), and bookmark this page as your career resource



## VCVREC is expanding!!

Valley Central Veterinary Referral and Emergency Center (VCVREC), a 24/7 AAHA accredited practice, in Whitehall PA, is seeking a board-certified neurologist or one who has completed residency training to join our growing team. The right candidate should be team-oriented, energetic, and personable, with strong communication and interpersonal skills.

Our 11,000 square foot modern hospital is the leader in specialty and emergency care located in Whitehall, Pennsylvania. Our mission is to provide our patients with exceptional specialty and emergency care and superior client experience. We are a compassionate and enthusiastic group of professionals dedicated to a team approach to client and patient care.

Our board certified and residency trained team includes 19 doctors in 9 specialties, with a highly trained support staff of 90 employees. VCVREC specialized disciplines include: Acupuncture, Behavior, Cardiology, Emergency Medicine, Internal Medicine, Nuclear Medicine, Oncology, Ophthalmology, Anesthesia, and Surgery. All of our departments work together in a professional team-based approach to veterinary medical care.

Our modern facility is also equipped with digital radiography, full anesthesia and patient monitoring systems, echocardiography, arthroscopy, laparoscopy, ultrasound, endoscopy, Hyperbaric Oxygen, CT, and fluoroscopy.

We are located 45 miles from the Poconos, 90 miles from New York, and 60 miles from Philadelphia. The Lehigh Valley area offers a wide variety of cultural, sporting, and outdoor activities. These include hiking, road and mountain bicycling, running clubs, skiing, rafting, kayaking, hunting, fishing, and camping. A diverse international and local music, art, theater, and food scene are available. The area is also known for its most diverse and cutting edge school districts and colleges.

We offer a competitive compensation and a comprehensive benefit's package including: a four day work week, health insurance, disability insurance, life insurance, professional dues, continuing education, paid vacation, sick days, and a 401K plan.



If you are interested in becoming a member of our team please email your CV to Allyson Tolliver, Hospital Administrator at [allyson@vcvrec.com](mailto:allyson@vcvrec.com) or fax to 610.435.2690

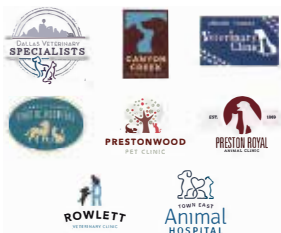


Established in 1988, Hillside Veterinary Clinic is a hybrid practice, open 24 hours a day, 7 days a week and has 7 affiliated day practices. Hillside remains veterinarian owned and has additional potential for future partners. Hillside also has strong mentor program, including a surgical training program.

Hillside Veterinary Clinic is partnered with Dallas Veterinary Specialists and boasts 20 general practitioners and 5 boarded specialists in one location. Specialty supports 2 internists, a dermatologist, an ophthalmologist and a clinical pathologist. Hillside is proud to have an extensive in-house laboratory, 2 digital radiology machines, and multiple ultrasound machines.

We offer on site emergency and routine abdominal ultrasound, echocardiogram, endoscopy, and 24-hour radiology support via PetRays and Animal Imaging. We stock feline and canine blood products, intralipid, altivenin, caninealbumin, and have a large pharmacy. Some of the benefits enjoyed by our new graduate veterinarians include:

- highly competitive salary plus production
- CE stipend
- health insurance
- state license fees and renewals
- DEA license
- relocation stipend
- flexible 4 day work schedule



### HIRING INQUIRIES, PLEASE CONTACT:

Ryan Jacques, DVM Recruiting Director • (214) 356-6025 • [ryan.jacques@hillsidevc.com](mailto:ryan.jacques@hillsidevc.com)

[hillsidevetclinic.org](http://hillsidevetclinic.org)

**PRACTICE FOR SALE \$800k**  
Gross sales in 2017 was \$970k...Net profit was 35%

## Pet Headquarters

VETERINARY HOSPITAL



4920 Verdugo Way  
Camarillo, CA 93012  
(805) 388-1990  
Fax (805) 388-5270

Samuel A. Thomas, D.V.M.

Mon, Tue, Thurs - 8am - 5pm • Sat 8am - 12pm • 1 Local Vet & Sun

Camarillo, CA is an affluent community between Santa Barbara and Los Angeles approximately 8 miles from the coast.

Practice is located off the 101 freeway in a center with McDonald's, Unify Credit Union, Dog Day Care and more.

Equipment includes DVMax computer program set up, Idexx blood machine, Fuji digital X-Ray and Ultrasound machine.

Facility is 1300 square foot with a waiting room, 2 exam rooms, treatment area, surgery room, cage room, pharmacy and office. Opportunity to expand.

Doctor works approximately 30-35 hours a week with no emergency calls.

Office has succeeded as a high volume / low cost business with a \$75 average bill.

Please email inquiries to [petheadvet@gmail.com](mailto:petheadvet@gmail.com) or call us direct at 805-388-1990.

# Saving for Retirement



Retirement planning is an essential but much under-appreciated part of life for any profession. For physicians, planning for retirement presents its own particular challenges, including the high rates of burnout and the high debt levels upon entering the profession.

The 2016 [Survey of America's Physicians: Practice Patterns and Perspectives](#) conducted for The Physicians Foundation by Merritt Hawkins reported that 46.8% of physicians plan to accelerate their retirement plans in order to retire early. This is an increase in the number of physicians who reported that they planned to do so compared to the previous survey in 2014. At the same time, a greater number of physicians are continuing to practice beyond the traditional retirement age of 65.

This uncertainty about projected retirement age can make planning for retirement difficult. For a physician just out of medical school, thinking about possible burnout or future retirement isn't at the top of the agenda; there are many competing demands for their salary following years of accruing student debt. However, successful planning that allows for much-needed flexibility requires physicians to start saving for their retirement as early as possible.

## The Importance of Savings

Medscape's 2017 Physician Compensation Report found that the average income for all physicians in the report has risen steadily since 2011. It states average income rose to \$294,000 in 2017. With compensation packages of this kind, retirement planning should be straightforward.

However, the reality isn't so simple. According to the AMA Insure, the average student loan debt a medical student graduated with in 2012 was \$166,750. The Association of American Medical Colleges (AAMC) has found that 79% of medical school graduates carry \$100,000 or more of education debt.

There are many competing demands on a physician's salary, including malpractice insurance, buying a home and the cost of raising a family. Added to this, a physician typically doesn't start achieving higher rates of income until well into mid-career. For those coming late to the profession, the limited time available for paying into a plan creates even more of a challenge.


Given the way pension saving works, a lack of investment into pension schemes and the loss of the potential compound interest during these early years of a career can create a serious hole in pension funding.

## Options for Employed and Self employed

Increasing numbers of physicians are turning to employment rather than self-employment, as the options for pension planning and employer contributions are more readily available.

The Medscape Physician Compensation Report 2016 found that 66% of employed physicians had a retirement plan with employer match, compared to just 39% of self-employed physicians. Those benefitting from retirement plans without employer match was found to be 27% for employed physicians and 25% for self-employed physicians. The findings, while encouraging for the majority of employed physicians, highlight





*For a physician just out of medical school, retirement planning isn't at the top of the agenda. There are many competing demands for their salary following years of student debt.*

# Retirement Savings

a worrying minority who are not paying into a pension plan: 7% of employed physicians and 36% of self-employed physicians.

Self-employed physicians have access to a potential pension plan of sorts, however, if they are able to successfully invest in real estate and equipment, build their private practice and sell the practice to a younger doctor when they reach retirement age. Changes to reimbursement rates and record-keeping compliance requirements are encouraging increasing numbers of physicians into self-employment.

## What You Can Do

Today, it is more important than ever for all physicians to own and be contributing into a pension plan in order to sustain the lifestyle they currently enjoy post-retirement. According to a 2015 survey by Fidelity Investments featured in the Chicago Tribune, nearly 60% of female physicians and 45% of male physicians are not paying in maximum contributions to their retirement plan. Experts recommend contributions of between 15% and 20% of salary.

While it may be difficult for young physicians to see the need to put a significant proportion of their salary into savings for retirement, it is this early planning that can help secure a decent retirement income. It is important to seek expert independent financial advice as early into your career as possible in order to ensure that you choose the right plan and secure the necessary flexibility further down the line.

## Self-Employed Pension Planning

The pension plans available differ for employed and self-employed physicians as well as for physicians working in government facilities and for-profit healthcare facilities.

Self-employed physicians will first need to make the decision about whether they should choose a tax-deferred retirement plan or a tax-qualified pension plan. Plans such as a 401(k) are tax-deferred plans which enable self-employed physicians to defer up to \$18,000 on a pre-tax basis. This rises to an allowance of \$24,000 over the age of 50. After the age of 59½ qualified distributions are taxed as ordinary income.

The most common form of tax-qualified pension plans for self-employed physicians are defined benefit plans, such as the cash balance plan. These provide the option of a lifetime annuity, but via an individual account for each covered employee, complete with a specified lump sum. They offer a higher maximum contribution rate than a 401(k) plan; in 2017, a maximum contribution was \$149,203 versus a 401(k)'s maximum contribution of \$60,000. Contribution limits vary by age, but this type of plan need not necessarily be an alternative to a 401(k) plan; it is possible to own both plans for additional future security.

## Employed Pension Planning

If employed by a facility or an organization, the physician will need to choose whether to use the pension savings plan offered by the employer or to seek an alternative. If the employer is offering to make contributions, this choice is an easy one; the



**LIGHTHOUSE**  
VETERINARY  
PERSONNEL  
SERVICES

Lighthouse is hiring in  
OH, PA, IN, and IL!

**Do you want a more flexible  
schedule tailored to your needs?**

Salaries up to \$115 K + Benefits

Call 1-800-888-6877 today!

[office@lighthousevet.com](mailto:office@lighthousevet.com)

[www.lighthousevet.com](http://www.lighthousevet.com)

**Doctor,  
can you be credentialed  
quickly and easily?**

**A complete professional profile makes  
that possible and will also help physician  
recruiters identify you for open positions.**

**Go to [MyData.BoardCertifiedDocs.com](http://MyData.BoardCertifiedDocs.com)  
to update your professional data  
FREE on our secure portal.  
(MDs or DOs – including residents)**

If you previously registered on this site, just login  
(use Forgot Password if necessary) **Otherwise...**

**Just click the  button.  
Complete registration once.  
Then update your professional details.**

Bookmark the site to return as often as you like.  
(We'll remind you once a year.)



physician will want to take advantage of this significant benefit and use the employer's plan.

This is likely to be:

- a 401(k) plan, a defined benefit plan that for-profit facilities offer;
- a 403(k) or 457(b) tax-deferred retirement plan offered by non-profit (government or non-governmental) organizations; or
- an Individual Retirement Account (IRA).

Each type of plan has its own characteristics, so it is important to seek expert independent advice to determine which option on the table is right for your retirement goals and whether the retirement plan your employer offers should be supplemented by additional arrangements in order to achieve those goals.

For those physicians choosing to pay into an employer's plan, this doesn't – and shouldn't – preclude the possibility of making additional arrangements beyond the employer's scheme; for example, making further savings contributions to tax-efficient investments in taxable accounts, or making further contributions into a private defined benefit plan.

It is important to seek expert and independent investment advice. However, by far the most important decision that a physician can make when planning their retirement savings is to start preparations as early as possible. ■

#### Sources

*Survey of America's Physicians: Practice Patterns and Perspectives* (September 2017) – [Merrit Hawkins](#)

*2016 Physician Survey* (September 2016) – [The Physicians Foundation](#)

*Medical School Student Loan Debt, the Numbers* (April 2014) – [AMA Insurance Blog](#)

*A systematic review of physician retirement planning*, Michelle Pannor Silver, Angela D. Hamilton, Aviroop Biswas, and Natalie Irene Warrick (November 2016) – [Human Resources for Health](#)

*Study finds many doctors don't save enough for retirement*, Janet Kidd Stewart (December 2015) – [Chicago Tribune](#)

*Medscape Physician Compensation Report 2016* (April 2016) – [Medscape](#)

*Types of Retirement Plans* – [United States DEPARTMENT OF LABOR](#)

#### ABOUT THE AUTHOR

**Melanie Grano** is a freelance business writer and 20-year Journalism veteran who regularly contributes to career-based publications, including *ThirdCertainty* and *Computer Times*.



In a vast sea of information

We uncover the most relevant clinical updates in your specialty

## Look deeper with PracticeUpdate.com

The online resource with in-depth insights and inside commentary that matters most to specialists

- No matter what other resources you now use, this is one research and review tool you'll find essential to stay updated.
- Designed for specialists, with an all-MD/specialist editorial board to ensure clinical relevance and meaningful analysis

## Join now for FREE, automatic updates on topics in:

- Cardiology • Dermatology • Diabetes • Eye Care • Gastroenterology
- Neurology • Oncology • Primary Care • Urology

ELSEVIER



# Is Telemedicine Right for You?

**T**elemedicine, also known as telehealth, is the practice of using technology to deliver medical services at a distance. It occurs by using a telecommunications infrastructure to connect a patient (at the original place of treatment) and a physician, or other practitioner that is licensed to practice medicine, in remote regions and communities. Telemedicine allows physicians to treat patients by providing on-demand healthcare without wasting time or costs of in-person visits.

Telemedicine has been used since the 1960s, thanks to NASA who built telemedicine technology into early space crafts and space suits in order to monitor their astronauts' health during missions. In 1964 and 1967, telemedicine technology was linked to the Norfolk State Hospital and the Massachusetts General Hospital for providing consultations and medical care to remotely located patients. By the early 1970s, the US Department of Health, Education and Welfare (HEW) funded telemedicine research projects in New York, Boston and Chicago.

## What telemedicine means for physicians

For physicians, telemedicine is a growing field that allows them to deliver high standards of care without the associated overhead. 90% of health leaders are developing or implementing telemedicine technology. 64% of telemedicine programs offer remote monitoring whilst 35% of employers with on-site health facilities currently offer telemedicine services. But would Americans be happy with a video visit to discuss a health issue? According to AdvancedMD, 64% of Americans said yes, they would be willing to have their doctor visit conducted via video.

The AAFP (American Academy of Family Physicians) supports the use of telemedicine as an efficient way of improving health when conducted in a way that is supportive of longitudinal care within the appropriate levels of care. They also state that physicians should be compensated for services that are reasonable, safe and effective, medically appropriate and provided within the accepted standards of medical practice.

## Who would use telemedicine services?

A recent study by Pub Med demonstrated the benefits of telemedicine care for patients and resulted in.


- 38% fewer hospital admissions.
- 31% fewer hospital re-admissions.
- 63% more likely to spend fewer days in hospital.
- More patients were better engaged in their own healthcare.

Reimbursement for patients that pay privately, and Medicaid policies vary widely according to state and private payer telemedicine services plans. However, Medicare coverage, although limited to specific services within allocated rural or health professional shortage areas (HPSAs), does not vary.

## What are the benefits?

The benefits of telemedicine services include:

- Patients received personal face time without the hassle of commuting.



*For physicians, telemedicine is a growing field that allows them to deliver high standards of care without the associated overhead.*

- Technology offers seamless integration which keeps physician's overheads low thereby keeping costs down for patients.

- Physicians are able to offer in-house specialist consulting to diagnose patients in less time.

Patients are more engaged in their own health care, physicians are able to treat more patients and the quality of patient care is improved as telemedicine services offer a patient-centered approach. According to a Cisco global survey, 74% of patients prefer easy access to healthcare services over in-person interactions with providers - convenience is the key.

Remote analysis, monitoring services and electronic data storage can significantly reduce healthcare service costs, saving money for providers, patients and insurance companies. It can also reduce non-urgent unnecessary ER visits and eliminate transport costs associated with regular check-ups. In addition, telemedicine services can boost revenue by turning on-call hours into billable time, attract new patients, and reduces no-show rates for physicians who decide to move to a flexible work-from-home option

## Leading telemedicine healthcare specialties

Although telemedicine is becoming increasingly popular with physicians across medical specialties, not all areas of medical care can benefit from the use of telemedicine services. American Well, a provider of telemedicine services, conducted a [survey with QuantiaMD](#), gathering information from over 2,000 primary care physicians on the topic of video consultations.

The survey revealed 10 key medical specialties that physicians have found suited to the use of telemedicine services.

1. Dermatology – 76%.
2. Psychiatry – 54%.
3. Infectious diseases – 46%.
4. Pain management – 37%.
5. Neurology – 36%.
6. Cardiology – 34%.
7. Rheumatology – 32%.
8. Gastroenterology – 24%.
9. Sports medicine – 18%.
10. Oncology – 17%.

Another principal area that telemedicine services can be beneficial is pediatrics. Every parent's worst nightmare is a sick or injured child, especially when they live in a rural or remote area. Combine this with a significant shortage of pediatric care providers and it leads to long waiting times and overcrowded doctors' waiting rooms. While providing care via a video consultation is not the same as a visit to the ER, it does help to prevent unnecessary visits or to fill the gap created by a shortage of physicians. It can also provide vital support to parents with children who suffer from chronic conditions, such as asthma, diabetes and epilepsy. The American Academy of Pediatrics telemedicine report concluded that "the use of telemedicine technologies can help reduce missed appointment rates, increase adherence to recommended therapies, and help

insure the appropriate frequency of recommended physician visits.”

Another principal area that telemedicine services can be beneficial is pediatrics. Every parent's worst nightmare is a sick or injured child, especially when they live in a rural or remote area. Combine this with a significant shortage of pediatricians and it leads to lengthy wait times and overcrowded waiting rooms. While providing care via a video consultation is not the same as a visit to the ER, it does help to prevent unnecessary visits or to fill the gap created by a shortage of physicians. It can also provide vital support to parents with children who suffer from chronic conditions, such as asthma, diabetes and epilepsy. An American Academy of Pediatrics policy statement concluded that “the use of telemedicine technologies can help reduce missed appointment rates, increase adherence to recommended therapies, and help ensure the appropriate frequency of recommended physician visits.” In addition, The American Psychological Association (APA) also points out that telemedicine and mental health services have long been successfully associated with each other.

## Is telemedicine for you?

There is a range of telemedicine providers that physicians can work with; many provide these services along with traditional doctor/patient coverage, often supplementing a private practice income. Physicians are usually paid per patient or per consultation and most providers offer a base rate per hour payment option. For the majority of physicians, it would not be feasible to run their practices based upon offering only telemedicine services.

TelaDoc, founded in 2002, was the USA's first and is now the largest telemedicine provider. Physicians who wish to use telemedicine services must complete training, such as how to conduct a consult with a patient, how to use the telemedicine provider's website and how to improve listening skills. Once a physician has determined how much spare time they have available, it is possible to calculate how many telemedicine consultations can be achieved effectively. Another telemedicine provider, HealthTap, describes itself as a leading digital health hub. With digital technology at the forefront, being able to respond quickly to a request for a live consultation almost anywhere is very much an added bonus for the physician and the patient. As with Teladoc, training is provided explaining how to use their telemedicine services via a series of webinars, including such topics as setting up your computer and performing a consultation

For most physicians starting out in telemedicine, the number of patients and the hours dedicated to the service is low. Over time, though, this will increase with some physicians consulting between four and five hours of their time a day. But this isn't always on consultations. Doctors are encouraged to answer questions, interact with other doctors, and become involved in conversations online, which increases your patient exposure.

## Telemedicine tips

1. Technology – telemedicine services are based on technology; the better the technological support from the telemedicine provider, the more successful the physician will be.
2. Telemedicine supports nurses – the nurses that work for telemedicine providers are a vital connection between the physician and the patient. From direct call back numbers to providing prescription calls to pharmacies, a good telemedicine nurse can be the difference between failure and success.
3. Malpractice coverage – as a physician, it is recommended that the telemedicine provider of your choice is able to provide malpractice cover within the state of your licence.
4. Document your consultations – because physician/patient consults take place remotely, via a phone or video or other means, it is important to ensure that the conversation is documented together with any symptoms, the diagnosis and any treatment. It is also important to make careful patient notes.

The average telemedicine physician's salary in the US ranges from \$123,000 to \$278,000 a year. With more and more people using online digital services, around 70% of people are able to meet with their healthcare needs as they require, and often at lower rates.

While telemedicine doesn't replace the emergency or urgent care, it may go a long way to relieving the pressure on primary care. ■

---

### Sources

*Telehealth Index: 2015 Physician Survey*, American Well, conducted with Quantia MD. (2015) - [American Well](#)

*Leveraging Remote Behavioral Health Interventions to Improve Medical Outcomes and Reduce Costs*. Reena L. Pande, MD, MSc; Michael Morris; Aimee Peters, LCSW; Claire M. Spettell, PhD; Richard Feifer, MD, MPH; William Gillis, PsyD. (February 2015) - [American Journal of Managed Care](#)

*The Use of Telemedicine to Address Access and Physician Workforce Shortages*, Committee on Pediatric Workforce. (July 1, 2015) - [American Academy of Pediatrics](#)

*A New Emphasis on Tele Health: How Psychologists Can Stay Ahead of the Curve and Keep Patients Safe*, Amy Novotney. (July 2011) - [American Psychological Association](#)





## **Associate Veterinarian, North Phoenix—Beautiful Sonoran Desert**

Well established, growing small animal practice in north Phoenix, surrounded by the beautiful Sonoran Desert is seeking a full time or part time Associate Veterinarian. Desert Hills Animal Clinic and The Pet Wellness Center are privately owned, we pride ourselves on providing customized, quality pet care to fit the individual need of every single patient.

We have a fabulous team that really works together and believe that healthy pets are happy pets. Desert Hills Animal Clinic was established in 2003 and The Pet Wellness Center was established in August of 2017 as a satellite clinic to keep up with the growth of our community. We love our community and people and pets in it.

Our new associate will have their own team of technicians to help them provide quality medicine. There are also 5 other veterinarians on staff to confer with about difficult cases. Practice the way you see fit, in following your own style of medicine and quickly gather a following of our wonderful clients. We treat pets as family and our clients love their veterinarians! Competitive salary, with the option for pro-sal, health care insurance, IRA contributions, CE allowance, flexible schedule and vacation pay.

Want to join our fantastic team of people who truly care about the health and wellness of beloved pets? Please e-mail resume to [drcheryl@petwellnessaz.com](mailto:drcheryl@petwellnessaz.com).

**Check us out at [www.dhanimalclinic.com](http://www.dhanimalclinic.com) and [www.petwellnessaz.com](http://www.petwellnessaz.com)**

We are attending the Fetch conference in San Diego and would love to meet with you.





# WE'RE HIRING, JOIN THE TEAM

Monroe Veterinary Associates (MVA) is a group of locally owned veterinary practices serving the greater Rochester, NY community for nearly 50 years.

MVA's values of Teamwork, Quality, Compassion, Honesty, Trust and Education serve as the backbone of a hospital culture that encourages collaboration and camaraderie. We provide a supportive mentoring environment, offer generous salary with a sign-on bonus and benefits including health insurance, CE opportunities, 401K.

Our open positions include full-time, part-time and leadership/ownership opportunities at some of our 14 general practice hospitals, with services that include feline-only, exotics and urgent care. Our hospitals are equipped with ultrasound, digital radiography and intraoral digital radiography, our veterinarians handle a busy caseload and enjoy utilizing advanced technology like laser therapy (at some locations) and best practices like low stress techniques, while working with a well-trained team.

We are dedicated to providing exceptional service to the client and the best possible patient care. If you want to work for a cohesive team that makes a positive impact on animals, their families, and the community, consider a career with MVA.



Exotic Care



Feline Only  
Practice



Full and Part  
Time



Medical Director



Urgent Care