The Brach Eichler 2021 New Jersey Healthcare Monitor Survey Results

Survey of New Jersey Healthcare Practitioners

BRACH | EICHLER LLC

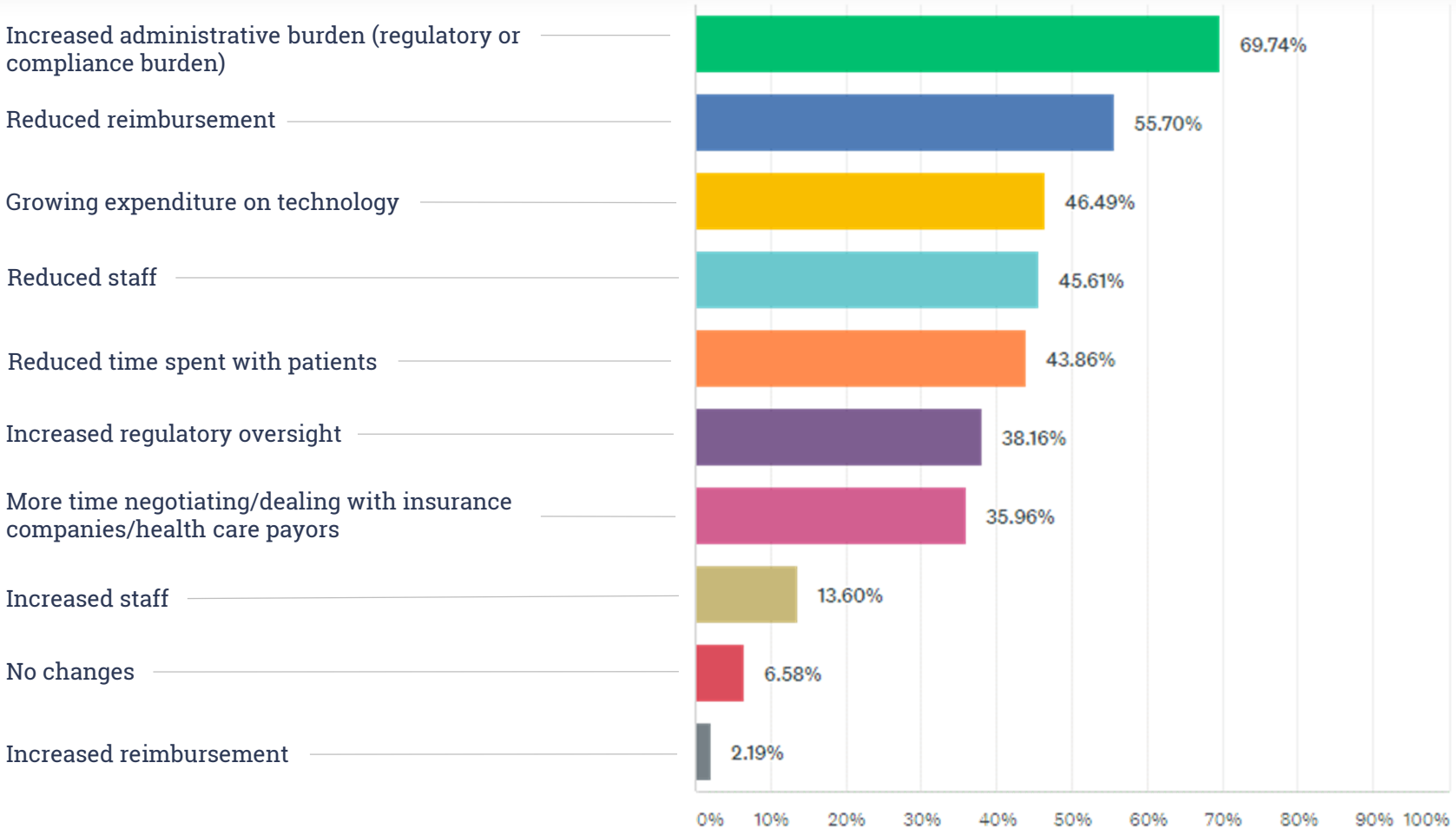
Audience



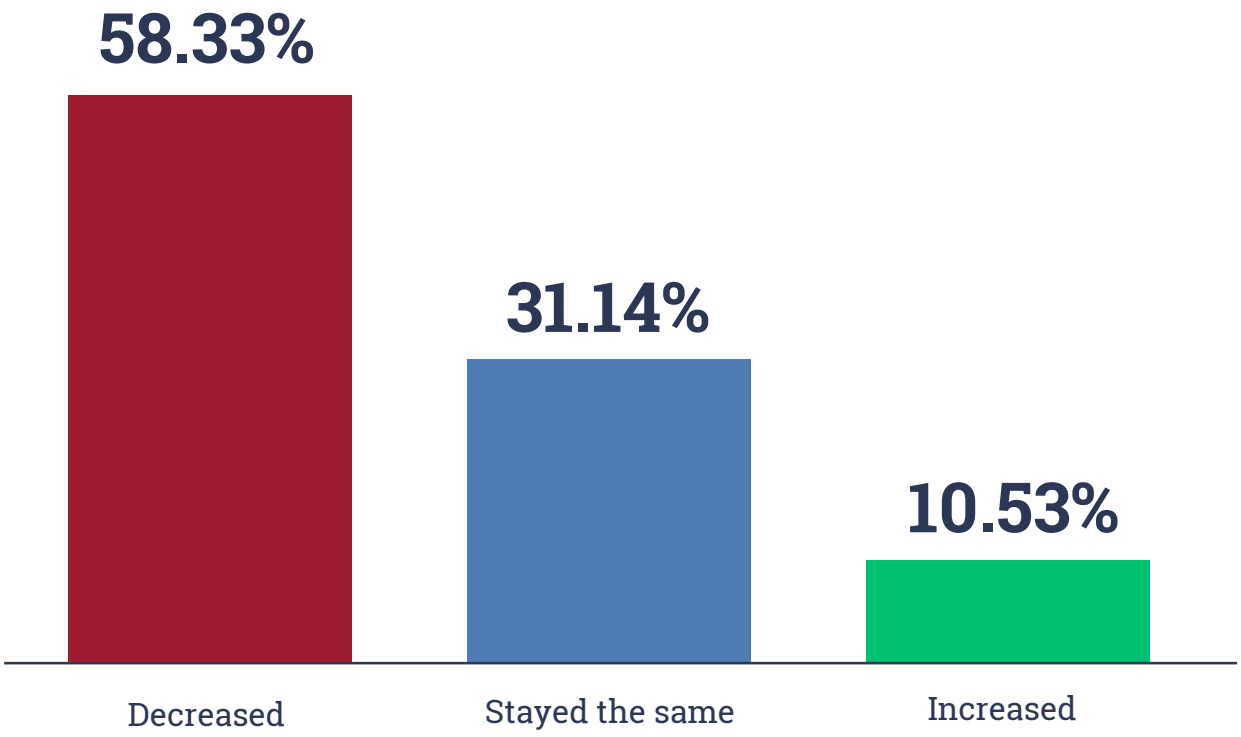
228

Doctors actively practicing medicine in New Jersey

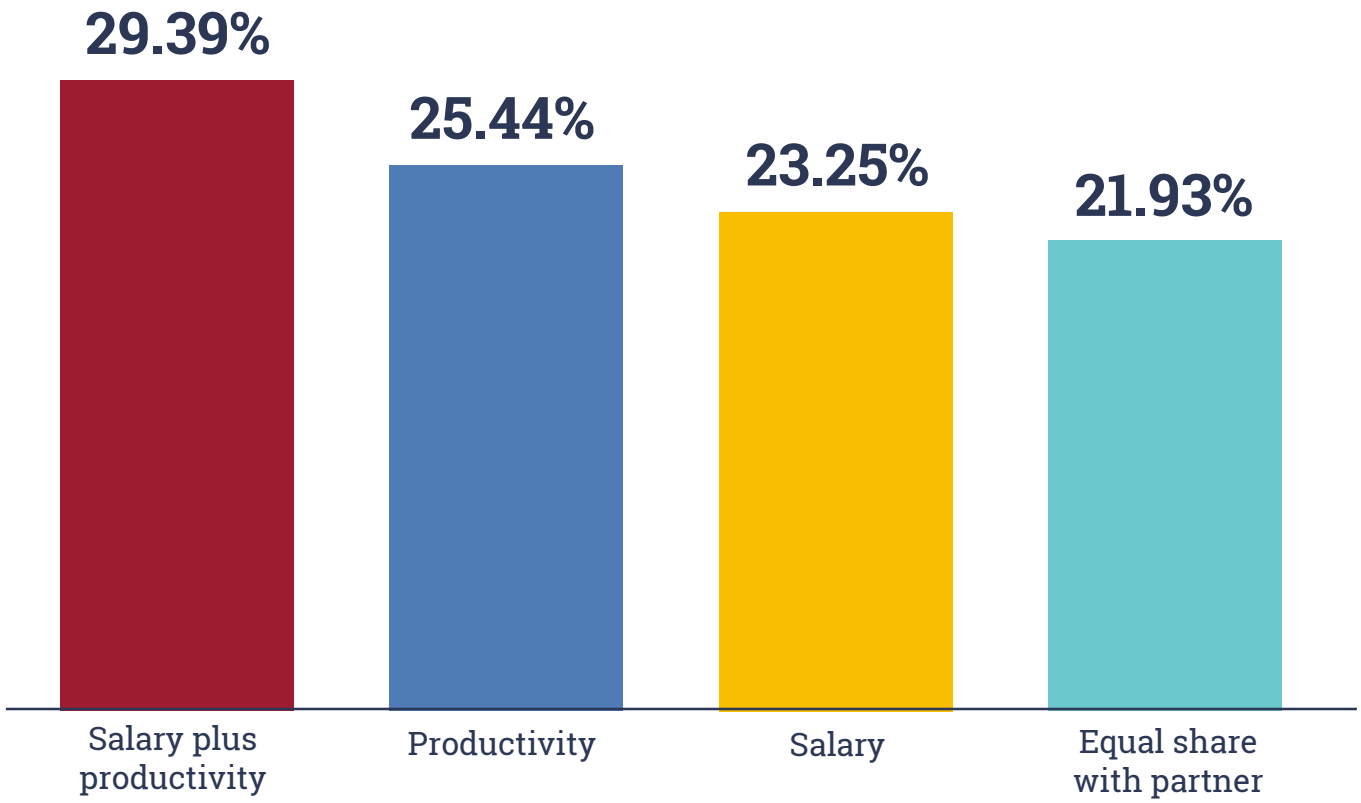
Q1: How has the changing healthcare environment affected your role as a physician within the last year?



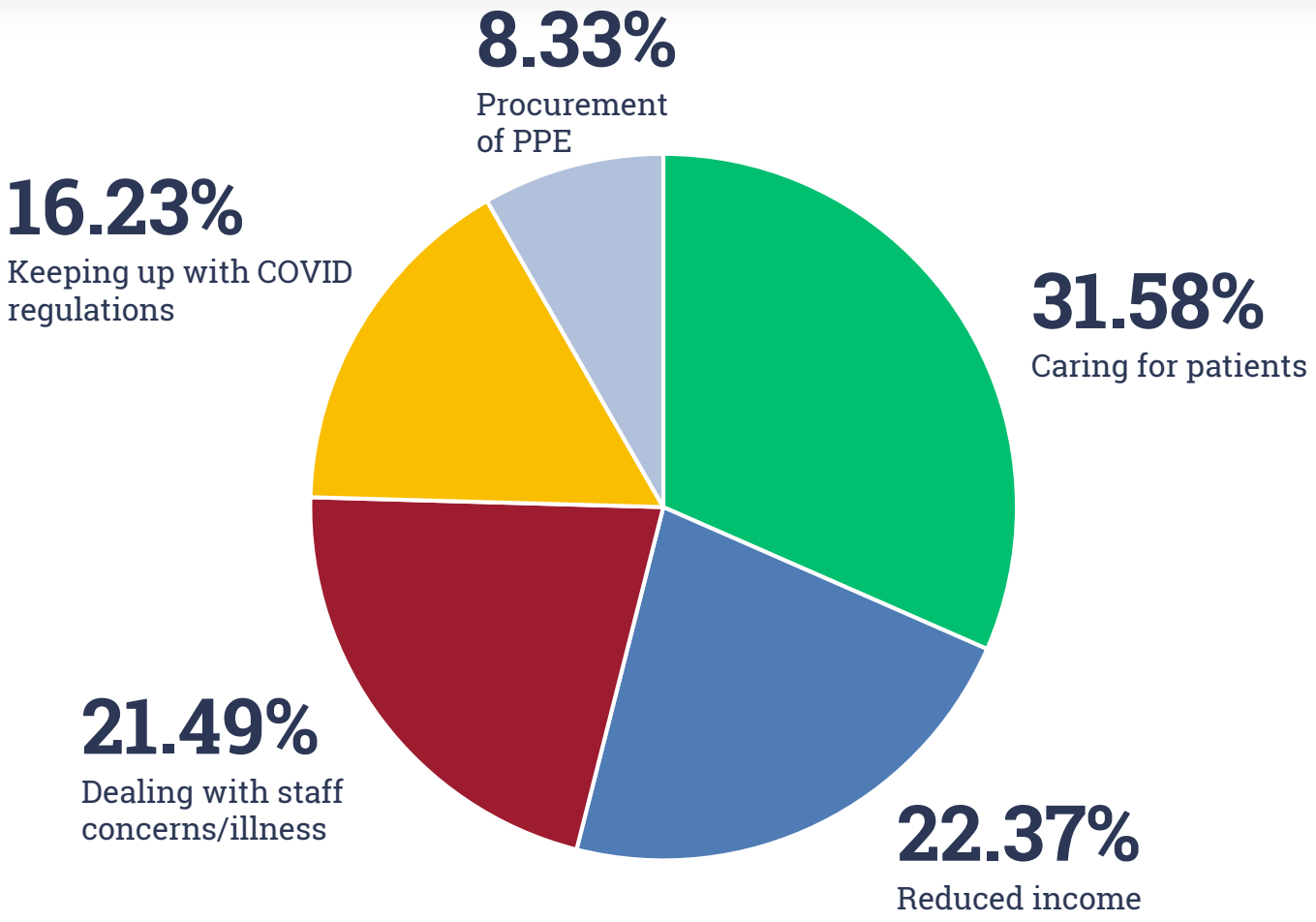
Q2: How has your income from your professional practice changed in the last year?



Q3: What compensation model applies to you personally?



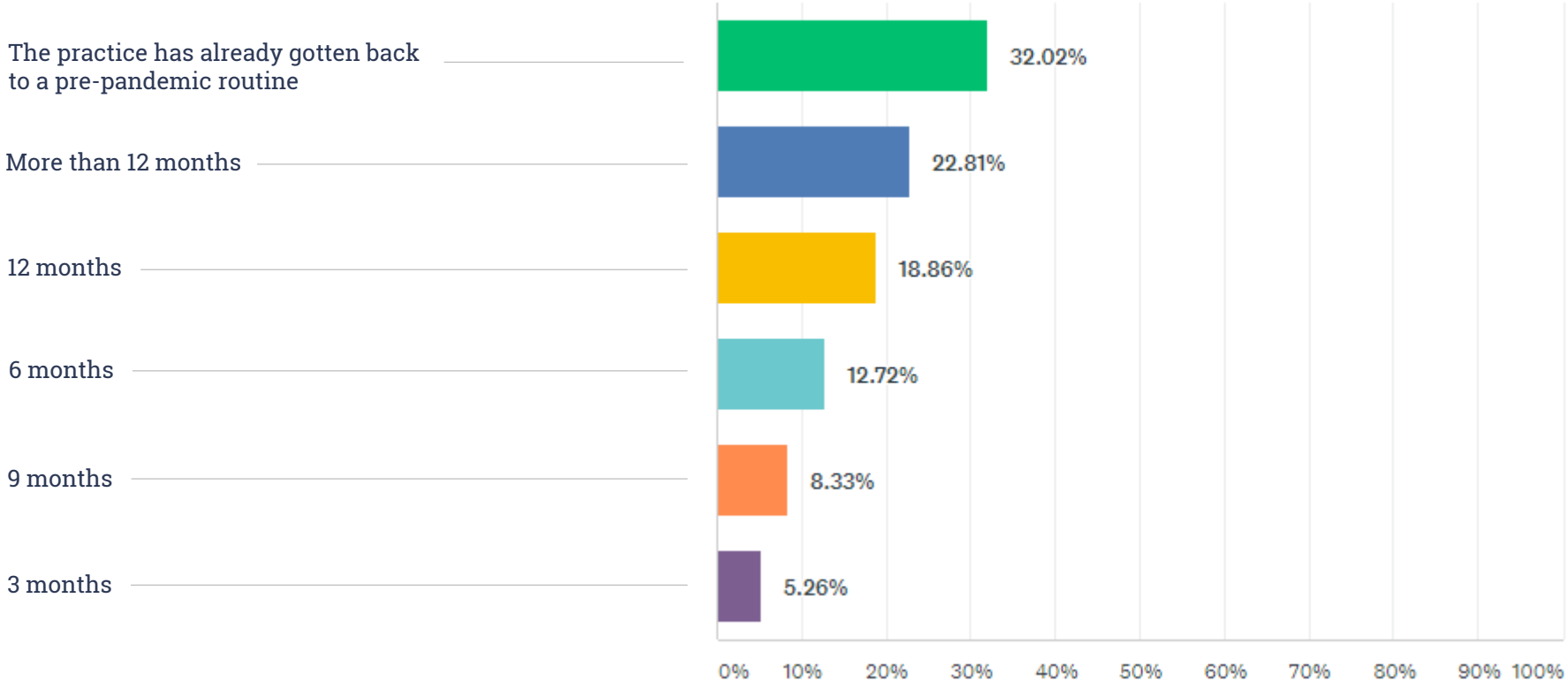
Q4: What have been your **greatest challenges** during the COVID-19 pandemic?



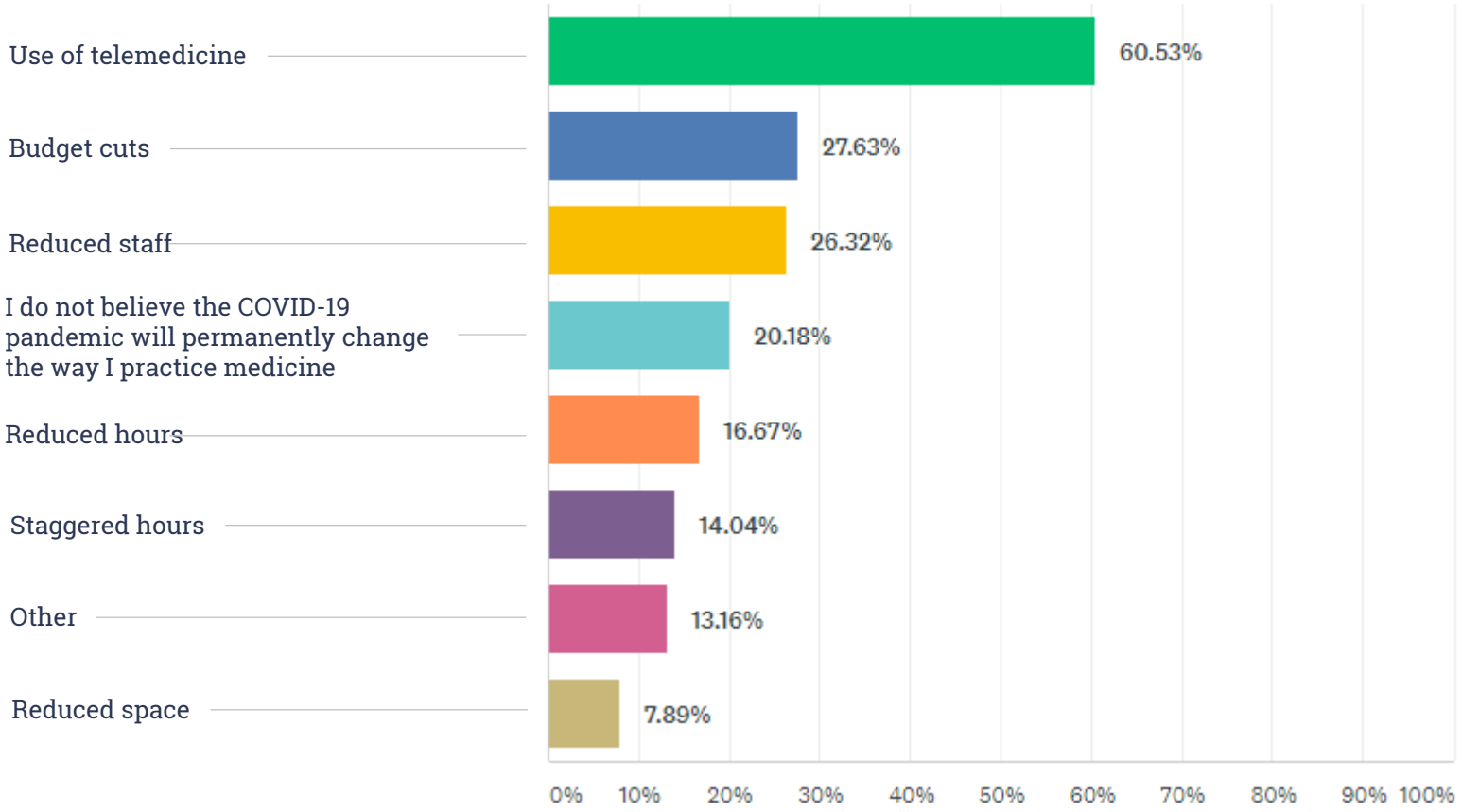
Q4: What have been your greatest challenges during the COVID-19 pandemic? *"Additional challenges" listed below.*

- Losing staff
- Ongoing supply issues, not just PPE
- Dealing with insurance companies for service reimbursement or denials of claims.
- Higher overhead costs and supply chain issues
- Combating COVID and vaccine misinformation.
- Admin staff making more money on unemployment with extra $600 per week
- Keeping up with corporate guidelines
- Administrative-telephone calls about everything from symptoms to news articles to vaccines to boosters. Negotiating potential effects of medications on COVID illness.
- Misinformation of patient's administrators and pharmacies
- Reduced elective surgeries, followed by a surge in interest due to the backlog.
- Isolation that our patients feel when they are hospitalized
- The fear of legal implications of telemedicine
- Lack of time … not enough hours in the day
- Healthcare decisions being made by non-medical professionals
- Paying staff throughout pandemic
- Losing patients to hospital as independent solo
- Hiring staff has been very difficult
- Healthcare insurance company interactions (denials, authorization procedures, re-pricing, companies, etc.)
- Keeping staff morale up
- Being incredibly flexible, challenges changed over the past year and a half, patients are very short tempered and angry at the world, many of them are not vaccinated they do not want to
- Keeping my family safe, addressing their fears and concerns as I continued to work
- Taking care of family needs while working
- Decrease in patient volume and decrease in revenue, practice was closed for some time
- Personal stress management
- Keeping the practice profitable
- Insurance companies adding layers to obtaining authorization for care/ reimbursement negotiations
- Recruiting new staff
- Not seeing patients in person
- Overall burnout
- Telemedicine challenges
- A system that is no longer a family but a business.

Q5: When do you expect your practice to get back to more of a pre-pandemic “routine”?



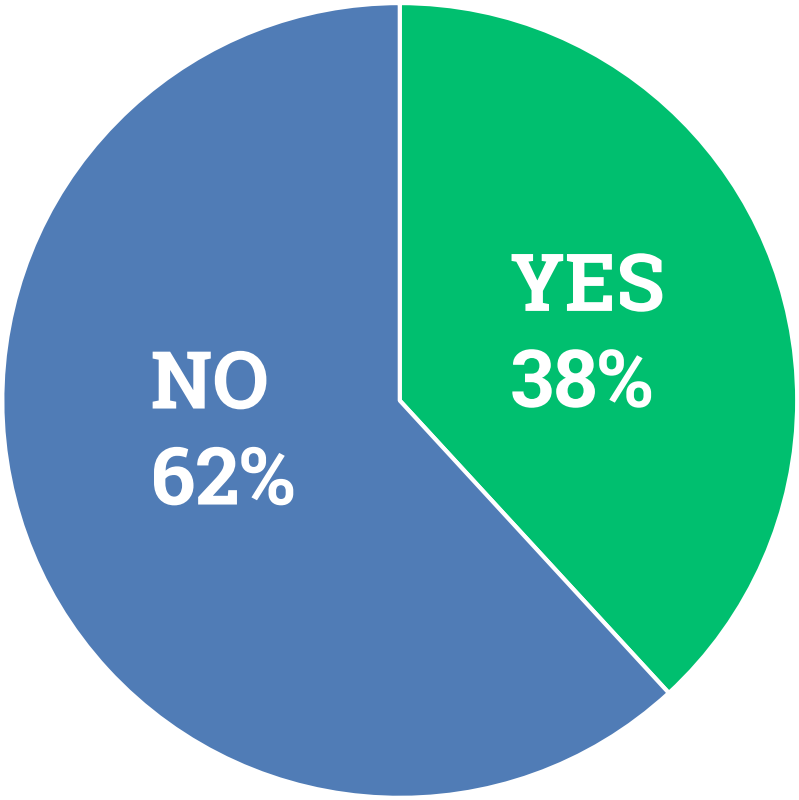
Q6: How do you believe the COVID-19 pandemic will permanently change the way you practice medicine?



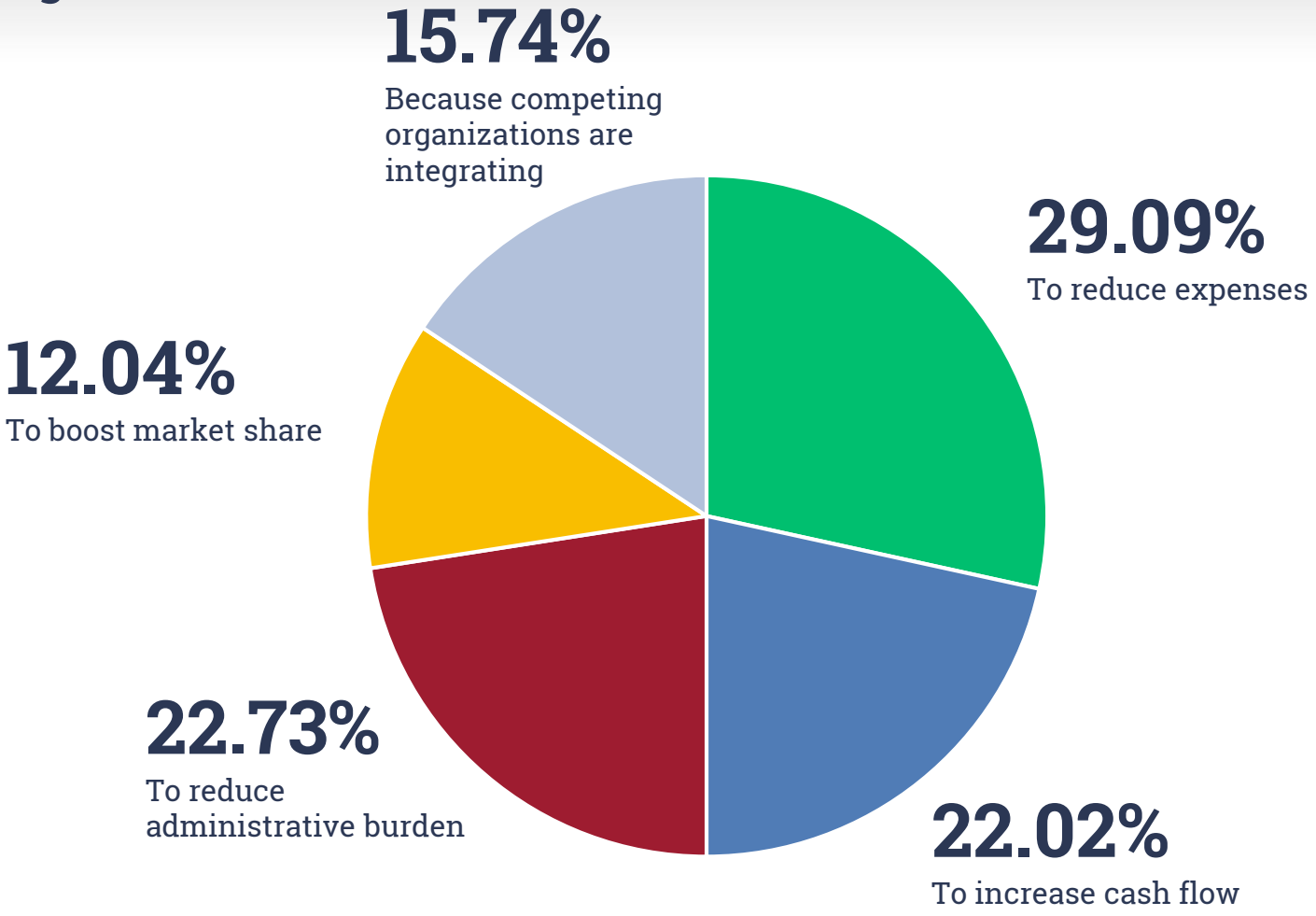
Q6: How do you believe the COVID-19 pandemic will permanently change the way you practice medicine? *"Other" responses listed below.*

- Restricting the number of patients entering the waiting room has been a benefit of COVID. Less crowded parking lots has been a benefit of COVID.
- Not sure if long term but people seem to have re-evaluated how much they want to work. We have a need for staff. Thankfully, we were able to keep everyone employed that wanted to be thru pandemic, but staff has chosen to leave the state/retire and number of patients has increased. We can't hire fast enough.
- Wearing of PPE routinely
- A bit more telemedicine.
- Frequent PPE, indefinite spacing of patients.
- Vaccinations now will all be suspect
- Scheduling fewer patients per hour
- More costs on cleaning staff and supplies.
- We no longer use a waiting room. Patients wait in their car, and we call them one at a time to enter. They are escorted in and out. Exam room is scrubbed down between each patient. This all slows us down. But we must protect ourselves and our patients. Only recently are patients feeling comfortable enough to come back into the office. Most of what I do is procedures, so telemedicine does not work in my case
- Difficulty getting staff as they may make more staying home or with reduced income unable to afford the requested (increased) pay from potential employees
- More administrative time, higher costs for supplies
- Increased overhead burden with commensurate revenue threatens the viability of the practice which is the only full-service private practice left in the poorest county of the state.
- I think routines will change the most. Use of PPE is here to stay. Also, not coming in when sick will cause problems as we go into the next flu season and people stop masking.
- Less touching (handshakes), less face-to-face meetings and events, less academic lectures in person
- Denial of services to patients by insurance companies
- COVID will be here for a very long time we will have to accommodate along the way
- Patients are more demanding
- I believe their will be more shutdowns during the winter months and/or patients will not want to go out to the doctor.
- Even less physician autonomy
- Infection control measures have increased
- I believe I will always now wear some sort of PPE.
- Constant need for PPE
- Generally increased overhead for a prolonged period of time. HR difficulties will persist for quite some time.
- Increase in angry, uncooperative patients

Q7: Are you considering merging or modifying your practice in the near future?



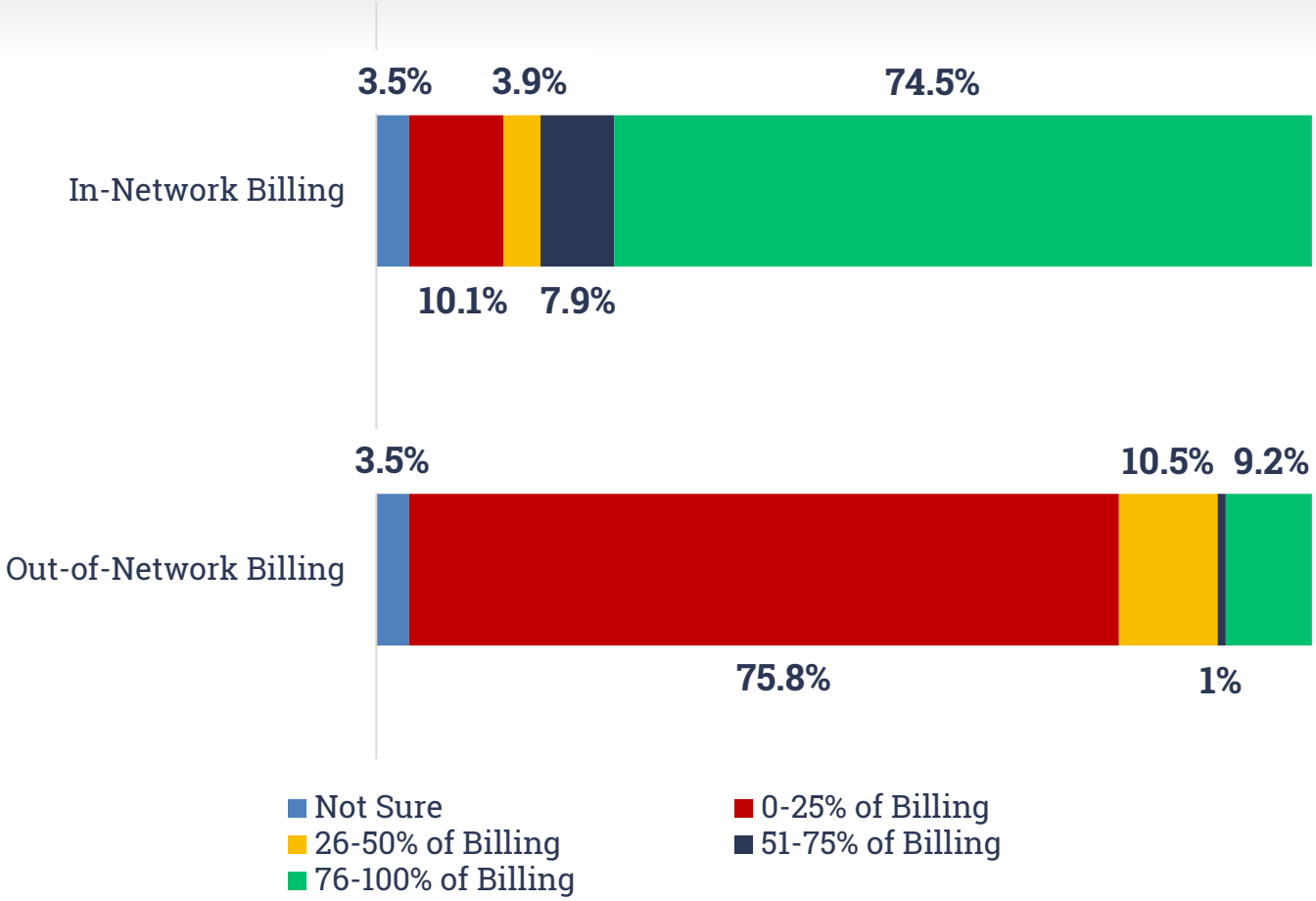
Q8: If you are considering merging or otherwise modifying your practice in the near future, what are your reasons for doing so?



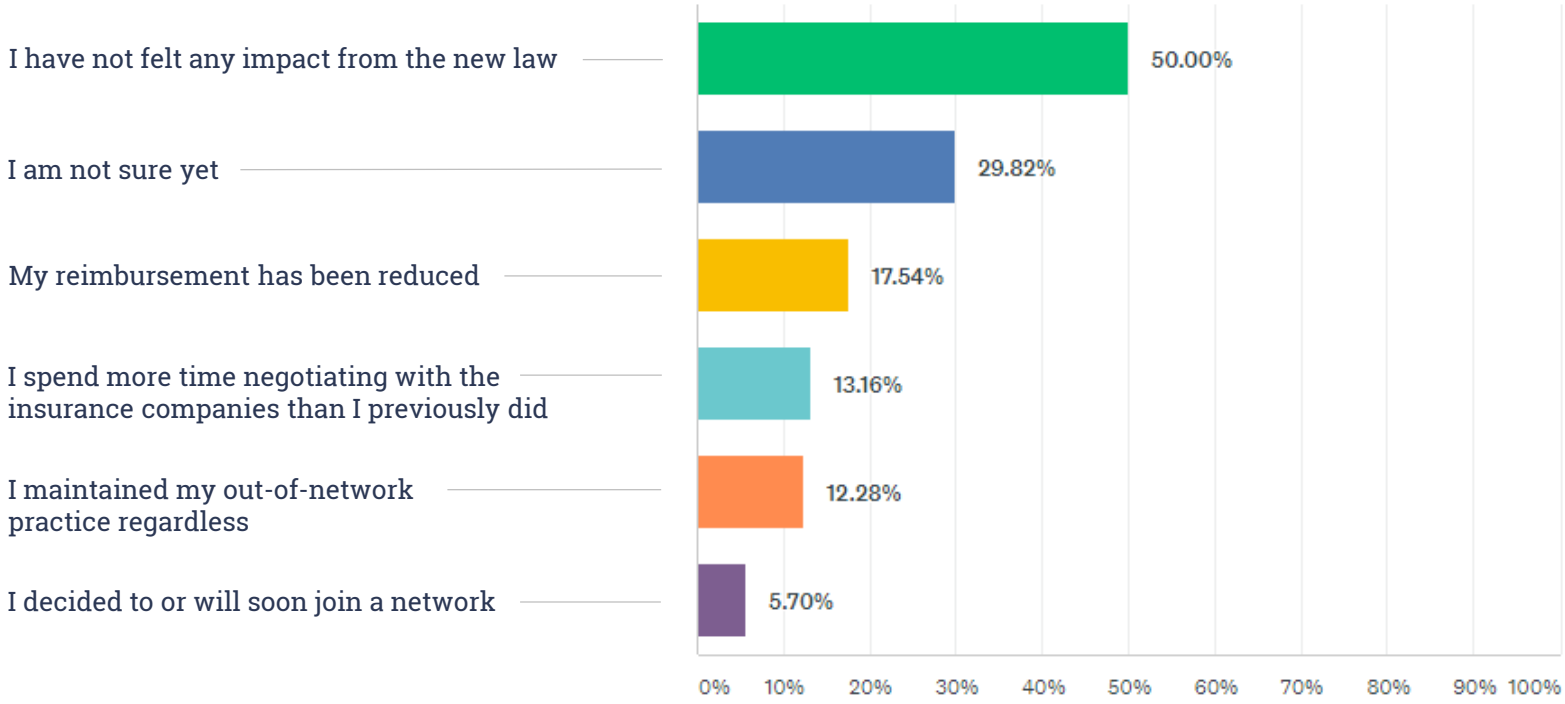
Q8: Additional reasons for possibly merging/modifying your practice:

- Approaching retirement age
- Dealing with insurance companies
- Annoyance of administrative interference
- Possibly retiring within a year.
- Can't afford to stay in practice selling to hospital again
- Need to get out of New Jersey
- Reducing insurance participation, leaving the State, or leaving patient care medical practice
- Reduce administrative burden
- To increase reimbursement per RVU
- We are starting an MSO, so my practice will be the same but the structure around me will be different
- Uncertainty about future changes in medicine and reimbursement
- Thinking of retiring to reduce stress
- Want to retire one day

Q9: What percentage of your billing is…?



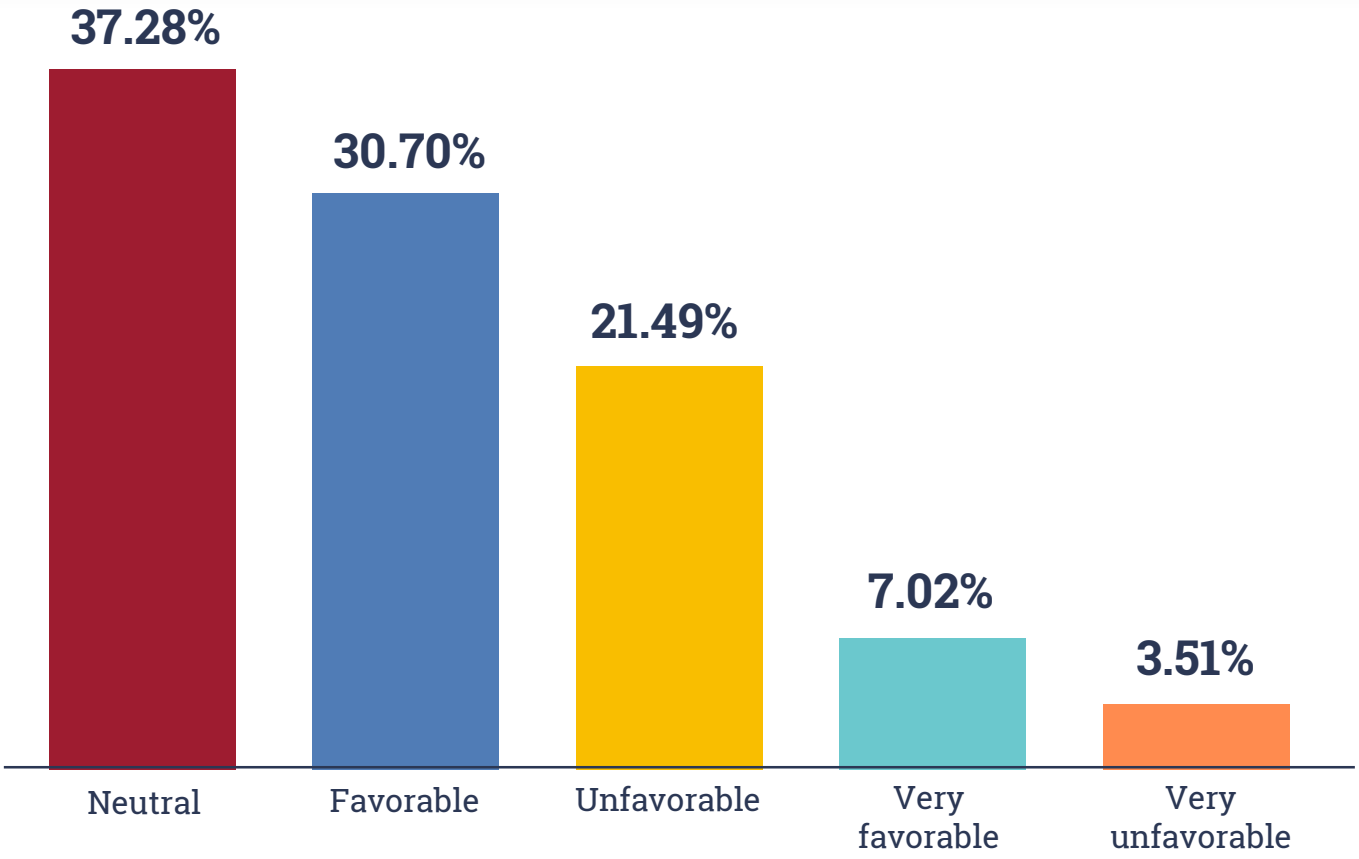
Q10: On June 1, 2018, Governor Murphy signed a bill to increase transparency to consumers with regard to in-network and out-of-network healthcare services. Known as the "out-of-network" bill, it imposes a variety of disclosure requirements on healthcare professionals, as well as requiring binding arbitration to determine payment for services if the difference between the carrier's and provider's final offer for reimbursement is $1,000 or more. How has the "out-of-network" law impacted you? (Check all that apply)



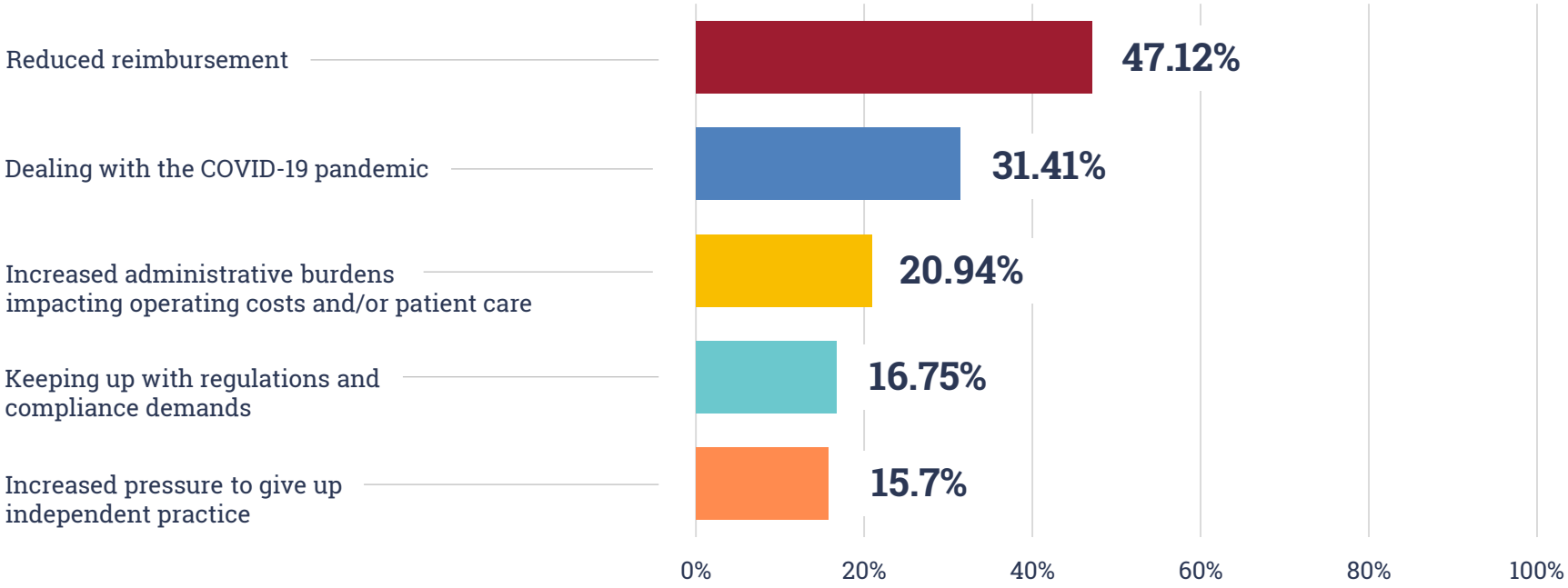
Q10: Additional ways the out-of-network law has impacted your practice:

- My practice is elective, so all patients all get quotes prior to procedures except Medicare.
- Out of network fees have dropped, and sometimes do not cover the cost of medications or are below medicare rates. Payers seem less willing to pay reasonable amounts (amounts close to Medicare rates; I do not charge exorbitant rates)
- None. As a primary care provider my reimbursement never even approaches $1,000
- Have been kicked out of long-standing networks
- Patients are happier. No outrageous surprise bills. I hear fewer complaints.
- OON fees are less with higher deductibles
- We perform most of our cases from No fault and workers compensation, mainly from New York
- Primary care we make no money
- The largest non-government employer in Cumberland County is the hospital system. The healthcare benefits employees receive precludes them (high co-pay) to seek out of network providers and facilities.
- I am employed so my employer deals with billing. I do not have information about it
- Insurance companies delaying payment demanding many more medical records
- Financial coercion by insurers. Carriers attempting to create a provider relationship by forcing providers to accept payment via a carrier specific electronic payment system or reduced payment via rewards credit card giving the carriers a kickback. No longer will send paper check.

Q11: Generally, what is your outlook concerning your medical practice for 2021?

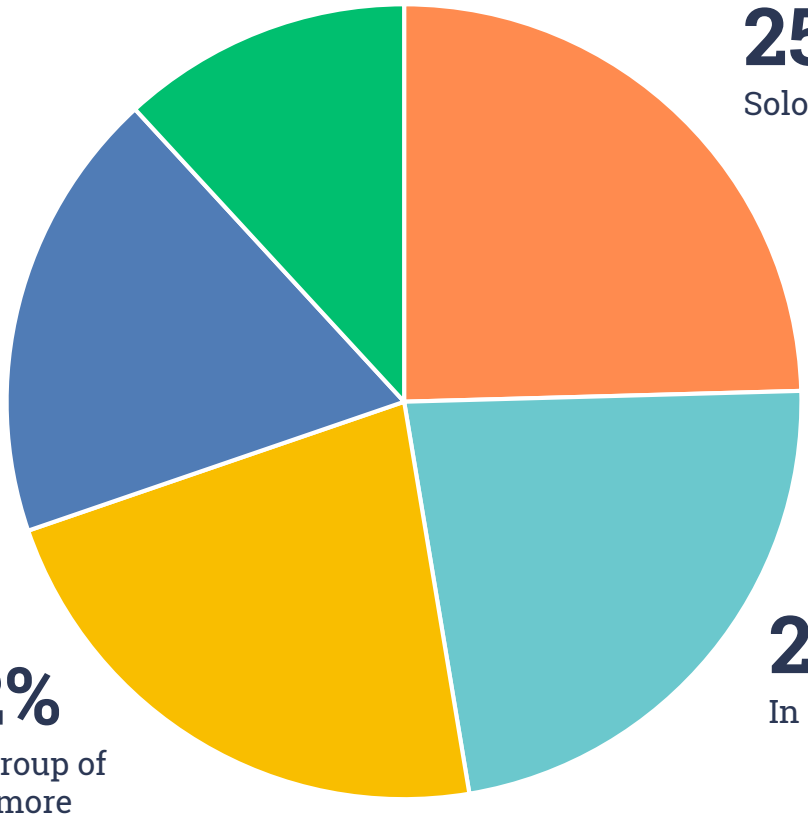


Q12: What are your **top 5 concerns** about your practice over the next 12 months?*



*This question was based on a sample size of 191.

Q13: How do you practice medicine?



12%
As an employee of a healthcare facility of its affiliate

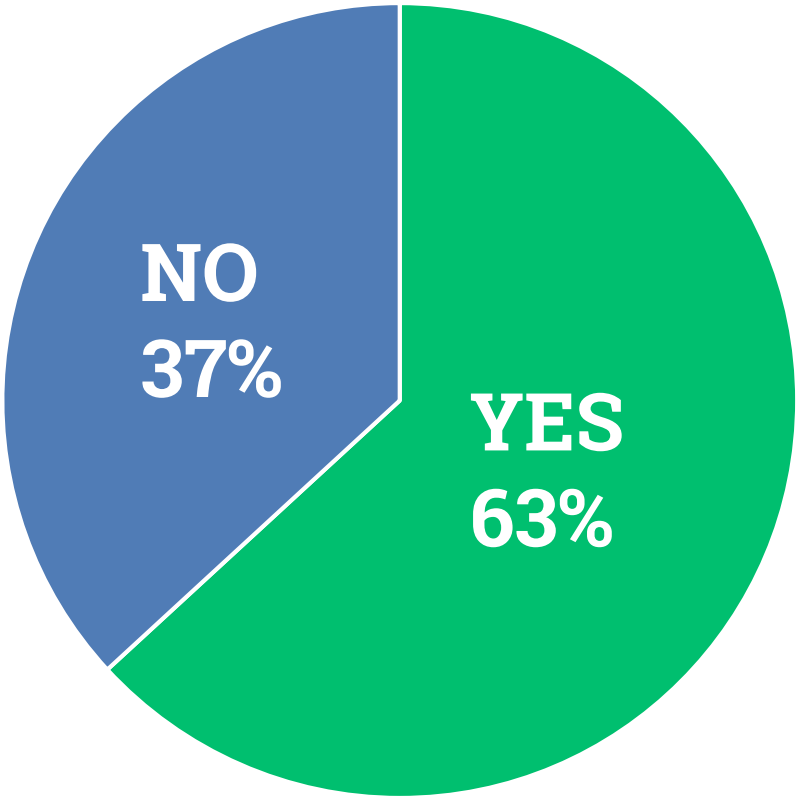
25%
Solo practitioner

18%
In a group of 6 to 14

23%
In a group of 5 or less

22%
In a group of 15 or more

Q14: Would you recommend the medical profession as a career to a young person graduating from college?



Q14: If no, why?

- Only for certain specialties
- Overwork, excessive time spent on documentation and addressing regulatory issues, medical board requirements not supported by data regarding effectiveness, insufficient payment for time and complexity of work
- It's a good profession, to provide service to society
- Administration burden EHR
- The philosophy of practicing is great. The business of healthcare is a burden.
- Insurances and all the rules that keep changing are ruining how people can practice medicine and care for their patients
- Too expensive to train. Too old when you start to make money because by then you are burnt out and can't imagine having the stamina to work into your 70s. Burnt out because of ever increasing demands on productivity superimposed upon a highly stressful day.
- Constant struggle to try to protect doctoring as opposed to becoming a widget.
- I should have been a teacher in NJ.
- Loss of respect for physicians, compared to many years ago. Medicine is being run by businesses and insurance companies. Unfortunately, the bottom line is the finances of medicine from the viewpoint of the regulators, not always what's in the best interest for the patient. This is a sad state of affairs for our healthcare system. I have been practicing medicine for 30 years, and I have been saddened by what I have seen over the last 10-15 years. I feel there are many other careers which would be more satisfying for college graduates.
- Confusion. Government involvement in practice. Poor governmental oversight on pain injections. Improperly paid insurance services. More headaches than practice.
- You are still saving lives. Financial compensation can achieved in other testing avenues or increase in volume.
- Long Road without good ending; every aspect of practice is worse over past 30 years
- Rewarding care of patients
- It is less and less a calling and more and more a business. Demoralizing in terms of patient and societal attitudes. Decreasing autonomy.
- It's still a satisfying way to make a living
- Too many new regulations and administrative constraints by the insurance industry and government impacting negatively on direct patient care.
- I love what I do. Even with reduced reimbursement we need good MDs who have a passion for medicine.
- Best profession
- We are not practicing medicine. We are complying with regulations, laws and insurance industry overwhelmingly controlling our ability to practice "good" medicine/ using our education and experience is ignored
- Paperwork and legalities far outweigh patient care.
- Intellectually challenging, very rewarding, and offers flexibility and job security.
- We always will need healthcare
- Only if the main purpose is to help and serve people
- Still satisfying
- Still noble profession

Q14: If no, why?

- However with the caveat that you must be a well trained surgical sub specialist who practices with the highest of medical ethics and skill. You must provide value that patients can readily recognize.
- Not enough emphasis on patients care. Main concern about regulating health care
- I would do so with caveats. While medicine itself has changed (and will always be changing) in exciting ways, the practice of medicine and the business of medicine (in other works the profession) has changed in many unfavorable ways that make being a physician less enjoyable and more stressful than it had been. I do not see this trend changing. One of the best things that young physicians can have is a "blissful ignorance" of how the profession has changed.
- More regulation, less patient time, long work hours, less compensation than other high intensity employment.
- Only if they love it
- Most satisfying career I have had
- Satisfaction
- Still a great life!
- Challenging yet rewarding profession
- Great satisfaction helping people
- There is something great about being able to help someone with a health problem. That being said, if you go into medicine at this time, you need to have a business background and need to spend time to choose a specialty that you are good at and enjoy. You need to spend more time getting to know what you may want to do in medicine since changing a residency is no longer easy to do and the expense for education has gone up.
- Increased liability with reducing reimbursements
- Too much training and responsibility for not enough reimbursement.
- Still a satisfying way to make a good living.
- It's now a job, not a profession.
- It's still a noble profession. And as an employed doctor, there is still opportunity to engage in meaningful patient care. And there less worry about every encounter with regard to generating charges. Other than a few select specialties like ophthalmology, maybe neurosurgery, maybe orthopedics, everyone is an employee or part of some large corporate group like Jersey Urology, etc. The small or solo practice is a dead model. It's not dying. It died. Charlie Watts outlived private medicine.
- Too many years to train. Broken system of care. Broken system of payment. Regulatory and administrative burdens. Non-physicians rendering and directing patient care.
- Meaningful work with predictable decent monetary compensation. Opportunity to work with motivated and intelligent people.
- But only if someone really wants to do this. None of my 4 children have become physicians.
- Future regulatory uncertainty. physicians have absent political clout.
- Too much burden of administration stress. Less money made than administering group, lawyer, programmer, and many other jobs but with long hours.
- Physician no. APN/PA yes. They have figured out to make sure they get paid for their time.

Q14: If no, why?

- Mid level practitioners will be able to do what we do now without the cost and debt of a medical education. Reimbursement will continue to decline. Administrative and regulatory burdens will continue to increase making the practice of medicine less and less enjoyable.
- School is expensive, the job is high stress, other ways to help people
- Rewarding lifestyle, lucrative, stable home life, FUN!, ever changing procedures/technology, not a burden at night/after office hours, a necessary profession.
- I feel that is a very rewarding career, a lot of satisfaction taking care of patients, reimbursement could be better when comparing to financial/wall street, however reimbursement is fair when compared to other independent liberal professions.
- Unfortunately, we have to accept changing regulations and administrative burdens, which could be reduced by working in a large group or be part of an institution
- Great field where medicine meets surgery. Impact of physiology and pharmacology in real-time.
- It is an always will be a dedicated vocation to practice medicine and to help and assist people to live as healthy as possible. I also feel responsible to treat patients who ordinarily wouldn't be able to afford some of the healthcare and therefore I have the ability to also volunteer on my own to help those in need.
- Physicians are controlled by government, insurers, hospitals and others. Physicians have little say and simple have to comply and get muscled around. Fees are not consistent with the input and sacrifice to become a physician coupled with cost of school.
- It remains to be the most stable and noble among other professions especially during this pandemic
- Still feel good about what we can accomplish
- Too many hassles
- Still a great mix of surgery and clinical work. Good lifestyle. Despite the challenges of consolidation and lower reimbursement, it is still an honor to take care of patients.
- I recommend this profession to anyone who is passionate about taking care of human beings in sickness irrespective of money. ONE WILL NEVER BE UNEMPLOYED.
- Is not cost beneficial, the effort to go through the medical degree, training for what we are experiencing in legal, livelihood as a independent physician combined with the reimbursement for our work.
- health care changing reforms will affect the way you wish to practice. Long hard career path and still be dictated by administrators
- It is a personally fulfilling career
- To become a physician in the first place requires huge sacrifices, both personal and financial. Then to practice medicine is also quite a grind and requires many difficult hours. Your entire young adulthood will be a struggle and you may not enjoy your life until you are old and/or it's too late. I suggest a more balanced approach (educate but not too much, work but not too much, find what makes you happy). Don't be a martyr.
- Always need doctors. Will always work. But we need to have the education paid for by government.
- Too demanding

Q14: If no, why?

- Extremely difficult work with monumental administrative responsibilities.
- Most highly regulated industry too expensive to achieved the degrees with consistent reductions income with increase workload
- If he/she main purpose is to help people.
- Great career
- Unclear about its future
- Too much regulation from everyone. Constant target not appreciated increase costs to run a practice with decrease reimbursement. Working for a hospital is even worse been there done that
- Most highly regulated business in the world overhead continues to go and up and reimbursements continue to shrink
- I really enjoy my work and helping people. It is so rewarding. We will always be needed
- Despite all the problems we deal with in medicine, it is still an honorable and rewarding profession to care for people
- Enjoyable I like helping people
- You must not only love medicine but also be a businessman. If not, you will be an employee. There are ridiculous rules, paperwork, government nonsense, treatment protocols, HMO issues and now we are assuming risk, etc. including medmal. All after years of schooling and training. Not worth it
- Cost of education, lack of work/life balance and decreasing compensation.
- The most highly regulated even though your trying to help patients everyone is in your to reach that goal working for hospital you get no respect and treated like a pawn New Jersey too expensive to go it alone and survive especially with the medical school debt
- Still a privilege to do what we do.
- It is a "calling" and an honor to serve the community.
- Medical science is no longer evidence based. Insurance companies, lawyers, and politicians control system
- Tuition is too expensive, training takes too long and the ability to make a reasonable income to pay back college and medical school debt will be impossible with the current and future reimbursement scenarios.
- This is a complicated question. I love what I do but it feels harder every day instead of easier more from administrative and practice management end than from patient care. I live well but then again, I live within my means. I would advise young people to critically assess the reasons for practicing and their perceptions/expectations about the profession.
- Many years of study to be a physician and many associated costs.
- Today there is little return on invested time and costs
- Personal satisfaction
- Still rewarding but would advise them of non-medicine related burdens to consider
- Too many regulations
- with caveats - must love it, don't go in for the $ and don't get too much debt
- Poor reimbursement
- Uncertainty

Q14: If no, why?

- I sadly tell students daily to avoid medical school. Educational cost too high with reduced reimbursement and increased regulatory burden. Medical school education is lacking with most students being used as cheap labor instead of actually teaching them. Medicine has become a "business" to too many providers that manage disease 9-5 instead of caring for patients as a "calling". Lack of respect as a physician with everyone else wanting to practice medicine without attending medical school (ie PA, NP, PT, podiatry, psychology, etc.) instead of being happy to contribute to the team's care to improve a patient's health. Insurance dictating care, which is not in the patient's best interest with only lip service to improving healthcare (both by insurance companies and the medical establishment [large medial practice corporations, hospitals, etc.]). It is about maintaining the status quo instead of truly determining and implementing cost effective care. No will to take on the for-profit food industry and toxic exposures (Hippocrates stated Let Food Be Thy Medicine). Minimal ability for disruptive practice with the over regulated environment. There are many easier ways to impact people's health.
- Still the current profession where you can help people and get reasonable renumeration
- Although there are so many challenges, and so many pressures it is still the most worthy of professions if it is your calling
- No time for life dealing with thankless people and organizations
- Fulfilling but demanding way to live your life and make a contribution to society
- It is still fulfilling despite all of the challenges & hard work
- Still rewarding after 40 years
- Physicians in general have lost all control over the ability to determine the value of the services they provide to society despite the fact that we are in the front line of defense against disease and care about the well-being of our patients and the population we serve. All to often in the eyes of commercial healthcare insurance carriers, corporate America, the government, we are treated as if we criminals. We played as pawns in a high stakes game money game. In reviewing government directives, statutes and case law, it is easy to conclude that amazingly, legislators, bureaucrats and sadly, the legal profession, do not trust our judgment. We are easily manipulated because we lack the ability to effectively organize. We cannot negotiate our own fate. We are cast aside because we do not fit an economic productivity algorithm concocted by a graduate student at an ivy-league graduate school. Our autonomy is nil. It's no secret why over 50% of physicians are now employed. It is no secret why far too many of my colleagues suffer from intractable stress and despair. the reaction to all this by organized medicine is to produce CME lectures, showcase speakers talking about burnout. How about killing the disease that is causing burnout? That would ne a novel approach. Regrettably, our younger colleagues begin their professional lives with astronomical educational debt, yet far too many seem to value job benefits more than the profession itself. They can't help it. We are all minions to bureaucratic nonsensical directives that have no real value and the propaganda that it does is disinformation ot the highest level. In fact is it a Big Lie. So, would I recommend the practice of medicine in America today? I believe I've answered the question. Would I recommend a career in the administration of healthcare - you bet.

Q14: If no, why?

- Difficult lifestyle. Decreased reimbursement
- burdensome paperwork, increased demands from many different sectors, increased litigation and decreased reimbursement causing less time with each patient and longer work hours at home
- Steady income
- Loss of income and prestige
- It is a privilege to be the leading member of a team of healers.
- Its about doing what one is passionate about
- Medicine has changed. Too many regulations, EMR requirements. No autonomy.
- Changing health care forcing doctors to practice medicine dictated by administrators in future. Decreasing reimbursements for the hard hours of work ever challenging malpractice - government unwilling to bring reform in this area
- The stresses of patient care are a lot. It is not appreciated nor something I want my children to carry.
- Too difficult dealing with red tape.
- What are the few professions where you could be your own boss
- Still one of the most satisfying, altruistic professions, when done right
- Still rewarding relationships and meaningful days
- Stability of a job - not for financial gain
- It is still rewarding but I would advise him/her it's a long haul.
- If the person is interested in the medical field, becoming a doctor and treating patients gives you high satisfaction. There is a wide variety of fields and practice opportunities to choose from
- New doctors cannot be independent and you are no longer your own boss. New physicians typically become employee cogs of some corporation. You can do that in finance or business and get paid what you're actually worth. No respect for physicians. Now, everyone with a few years of training is a "healthcare provider" and is reimbursed by insurances and Medicare as if they have the same education and experience as a doctor.
- We live in a socialist world of reimbursement where our income depends on government edicts while our expenses exist in a capitalist world of increasing costs. Private practice is dead. No down time. More and more requirements of EMR time, compliance, etc. and none of that time is reimbursed. If I asked my staff to work those hours, they would be demanding time and a half and an extra two weeks of vacation!
- Ever decreasing income compared with the years of training involved. I can make more money and get a pension as a public school administrator and still have holidays and summers off.
- Practicing medicine is very fulfilling and it provides a great service to society. The number of lives a physician positively effects is countless. Despite the detrimental influence of the insurance industry, the practice of medicine still offers great professional satisfaction.
- Medicine is still an absolutely fascinating career. It has so many facets and so many ways to help people and still be able to earn a good living.

Q14: If no, why?

- Helping patients is more rewarding
- Too much regulatory burden. Decreasing reimbursement. Loss of independence.
- It is very emotionally rewarding
- You have to do what you love to do. Healthcare has become a business and many institutions take the approach of treating patients and healthcare workers a if this was a factory and the only output valid is what surveys measure. Many Healthcare institutions have lost that sense of family to become corporative.
- Most satisfying job
- If they do not have to have loans (parents pay) and if they really want to work for a company or university. Private practice is dead.
- Yes, with the stipulation that one entering the filed should be well aware of the pros and cons and how the majority of practices are these days. If you love a field, you should definitely pursue it but have realistic expectations.
- Very rewarding profession
- Taking care of patients and improving their health status and lifestyle is and will always be very satisfying.
- Too much liability, unknown future of reimbursement levels
- Medicine has become a business. Personal care of the whole person is ancient history
- The practice of medicine is becoming a job rather than a profession. reimbursements keep getting reduced. Loss of independence
- Love my practice and as a good businessman making great living
- Loss of autonomy. Burnout. Interference/ownership by private equity. Unfair social media environment.
- The amount of money to get an education is out of control compared to the reimbursements that we are getting. There are easier ways to make a good living with much less risk involved.
- Declining compensation with a very long expensive education. Risk of malpractice lawsuits from increasingly litigious patients. Increasing regulatory and insurance burden. Declining job satisfaction combined with increased regulatory and insurance company burden.
- Because of lack of autonomy and increasing demand from patients
- Because she is my daughter and I have to support her dreams, but to others I truthfully say if its been a life long dream go for it but if not look elsewhere.
- Too many administrative burdens, loss of independence and control over medical decisions
- Loss of autonomy, demands of school/training/financial costs out way the benefits
- Too much up front costs and debt prior to completing residency. Corporatizing of medicine has hurt physcians and will continue to decrease physician autonomy. Influx of AP's will also saturate job mark making it difficult to find a job
- Still rewarding
- Its challenging and satisfying.
- Still a good way to make a good living without having to sacrifice your body
- Practice of medicine is still the most fulfilling career on many levels

Q14: If no, why?

- Despite the challenges, it is rewarding and satisfying
- LOVE IT STILL!
- If the medical profession interests someone, they should go in that direction. There is more money to be made elsewhere, and little to no autonomy to be had, but employment rates are very high, job security good. Everything changes, so do what you love.
- Better opportunities outside of medicine. Less stress.
- If one finds this field satisfying, then one should pursue it. It is important, however, to learn the financial/business landscapes where you intend to practice.
- I would recommend the medical profession because taking care of patients is still a rewarding endeavor. I believe that there will be less autonomy and lower reimbursement than before, but medicine will still offer lots of career opportunities and much more income than many other fields. I do not believe that there will be unemployed MDs or replacement of physicians with automation. I would not recommend for someone who is primarily motivated by money. But if someone is interested in being a doctor (as one of my own children is) I would encourage it. I would also encourage those without significant family resources to attempt to graduate from a state university (or a program providing a significant scholarship) to reduce debt. Nobody ultimately cares that someone went to Rutgers rather than NYU. It's not worth accruing too much debt.
- Insurance carriers attempt to strip providers of autonomy. A lot better ways to make a living with less regulation and sacrifice
- Medicine is a very rewarding field for people who love the discipline and caring for people. I would not let the current political climate or reimbursement change that.
- Ability to help people
- It is still a good career just more difficult with regulations
- it is still a noble profession!
- Still a great and rewarding career. But I did not talk any of my children into becoming doctors.
- Only if you absolutely love taking care of people. otherwise, do something else. But if you have the drive and the passion, then go for it.
- If the main purpose is to help people
- The decision to practice medicine is in my opinion (other than being able to cover incurred expenses of education and practice, taking care of family and eventually retirement) has little to do with the monetary gain and everything to do with the pursuit of acquiring a skill that allows one to help others. Medicine affords a wonderful and unique blend of scientific enlightenment and the ability to utilize this in a positive way. There is no doubt that the challenges of practicing medicine add considerable consternation, but it still does not outweigh the really cool stuff that I get to do every day. If a young person has explored the field of medicine and cannot think of any other path that they would rather pursue then I would whole heartedly encourage them. (my 2 boys had no interest in clinical medicine so I would not dare think of pushing them in this direction) Just my 2 cents
- If you love what you do you never work a day in your life.
- follow your dream, but make sure that you know what you are getting at the end of the process

Q14: If no, why?

- Not many better ways to make a living while really truly helping families in your community.
- Loss of independence, EMR, regulations
- Few unemployed physicians if you are willing to relocate. Eventually we will all be employees with less demanding hours
- No field is more rewarding, being able to treat sickness and preserve health
- Would recommend a profession as an NP or PA but not as an MD
- EMR and too much regulation!
- Likely not as a physician though but rather a midlevel provider. Medical profession is being commoditized with population medicine and the ability to provide high quality personal care will no longer be reimbursed.
- Independence reward of helping patients use of skills both physically and mentally
- I would choose certain specialties over others i.e. instead of general practitioner would choose specialty such as plastic surgeon, orthopedics
- Still an honor to take care of patients
- It is still a noble field that is satisfying.
- Not enough satisfaction for the reimbursement

Q15: What is your area of specialization?

