

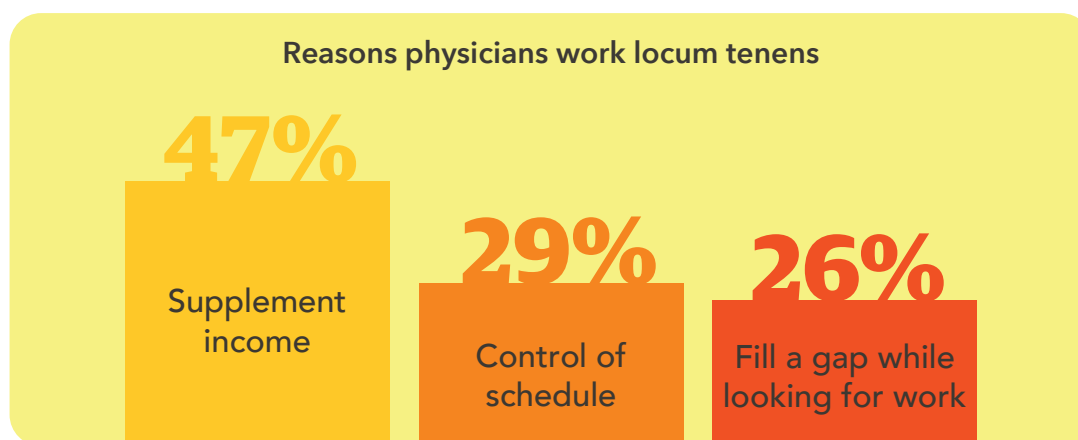


Key findings from the 2025 State of Locum Tenens Report

Over the last four decades, locum tenens has evolved from a way to cover rural physicians' absences to a strategic staffing resource for healthcare organizations (HCOs). Locum tenens helps address provider shortages, prevent physician burnout, and support continuity of care. Here are key findings from the 2025 State of Locum Tenens Report.

Locum physicians: Experienced and eager

Interest in locums remains strong, with 8% of U.S. physicians actively working in locums and 27% having prior locum experience. Most begin locums within 10 years of starting to practice.



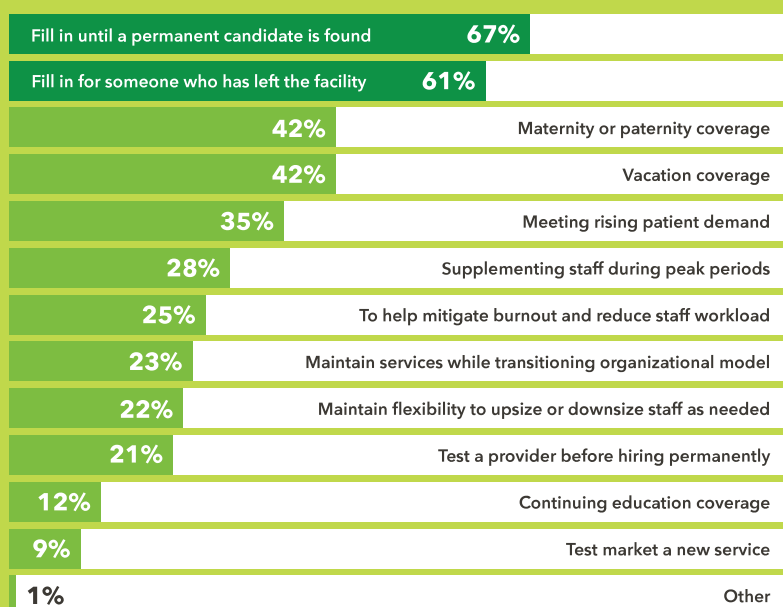
Studies confirm that locum tenens providers deliver care equal in quality to permanent staff. Metrics like 30-day mortality, length of stay, and admissions show no significant differences between the two.

Locums use is expanding into new areas

Beyond filling gaps in service, many healthcare facilities are now using locums to test new service lines, meet surging demand, and mitigate burnout. They're also using more advanced practice providers—such as NPs, PAs, and CRNAs—as a cost-effective solution to staffing challenges.

Demand for locum CRNAs is expected to grow by **25%** in 2025.

Reasons to place LT physicians



Locum telehealth roles are also gaining traction, with strong interest from providers but limited access to opportunities.

Efficient locum utilization increases revenue

Hiring a locum can help mitigate the \$2.6M revenue loss per unfilled physician role, ensuring continuity of care and patient access. Moreover, locum physicians can generate a 5.6x ROI when fully integrated into payer systems. They also reduce turnover costs tied to physician burnout and staff shortages.

5.6x ROI when locums are integrated into payer enrollment systems.

Adopting technology solutions, such as vendor management systems, that optimize locums management also improves spend tracking, streamlines operations, and increases administrative efficiencies.

59% of organizations believe tech-enabled efficiencies would have a positive impact on their contingent workforce.

A paradigm shift

Locum tenens now plays a critical role in strategic workforce planning, not just as a stopgap solution. Its ability to offer workforce agility, optimize costs, and maintain care delivery highlights its growing importance in the healthcare industry.

Read the entire 2025 State of Locum Tenens Report at chghealthcare.com/chg-state-of-locum-tenens-report.