



PHYSICIAN CONTRACT GUIDE

» WHAT EVERY DOCTOR NEEDS TO KNOW BEFORE SIGNING



YOUR TIME & SCHEDULE

CAN I HAVE A LIFE OUTSIDE OF WORK?



CAREER GROWTH

CAN I GROW MY CAREER & PRACTICE HERE?



FAIR PAY

IS MY PAY FAIR FOR MY WORKLOAD?



PRACTICE SUPPORT

WILL I HAVE CONSISTENT SUPPORT AT WORK?

CLINICAL TIME

- WEEKLY CLINIC HOURS
- INPATIENT HOURS
- # OF PATIENT VISITS EACH DAY
- TOTAL PATIENTS IN PHYSICIAN'S CARE

PROCEDURE & SURGERY TIME

- SURGICAL DAYS EACH WEEK
- OPERATING ROOM BLOCK TIME

AFTERHOURS CALL SHIFTS

- HOW OFTEN ARE YOU ON CALL?
- WEEKEND CALL SHIFTS
- HOW MANY PHYSICIANS SHARE CALL?

TIME OFF & ADMIN TIME

- TIME FOR PHYSICIAN NOTES & PAPERWORK
- VACATION & PAID TIME OFF
- TEACHING, MEETINGS & LEADERSHIP

YOUR TIME & SCHEDULE

» YOUR SCHEDULE IMPACTS YOUR LIFE BALANCE & BURNOUT RISK

BECOMING A PARTNER

- HOW LONG UNTIL YOU'RE A PARTNER
- WHAT YOU MUST DO TO BECOME A PARTNER
- HOW MUCH YOU PAY TO BECOME A PARTNER
- PARTNER'S RIGHTS & RESPONSIBILITIES

PHYSICIAN LEADERSHIP

- PHYSICIAN TRAINEE LEADERSHIP
- MEDICAL DIRECTOR & CLINICAL LEADERSHIP
- TEACHING & FACULTY POSITIONS
- HAVING A VOICE WITH PRACTICE LEADERS

TRAINING & CONFERENCES

- MONEY FOR CONFERENCES & TRAINING
- TIME OFF FOR CONFERENCES & LEARNING

CAREER GROWTH

» YOUR CONTRACT SHOULD EXPLAIN HOW TO GROW YOUR CAREER

CLINICAL SUPPORT

- MID-LEVELS, NURSES, & MEDICAL ASSISTANTS
- SCRIBE SUPPORT
- ACCESS TO LAB & IMAGING STAFF
- EQUIPMENT & SUPPLIES YOU NEED TO DO YOUR JOB

ADMIN SUPPORT

- PRACTICE MANAGER
- CLINICAL QUALITY & COMPLIANCE STAFF
- MEDICAL RECORDS STAFF
- BILLING & CODING STAFF
- IT & EHR SUPPORT STAFF
- SURGERY SCHEDULING STAFF
- LICENSING & CREDENTIALING

PRACTICE SUPPORT

»» THE TEAM & TOOLS TO HELP YOU DO YOUR JOB

BASE SALARY

- YOUR GUARANTEED SALARY
- PHYSICIAN PAY AGAINST VOLUME ("DRAW")
- PAY FOR LEADERSHIP & ADMINISTRATIVE WORK
- PAY FOR AFTERTHOUS & CALL SHIFTS

BONUS PAY

- SIGNING OR STARTING BONUS
- PAY BASED ON CLINICAL VOLUME OR REVENUE
- BONUS FOR CLINICAL QUALITY OUTCOMES
- PAY FOR SUPERVISING MID-LEVEL STAFF

PHYSICIAN BENEFITS

- MEDICAL, DENTAL, & VISION INSURANCE
- RETIREMENT PLAN & 401K MATCH
- HELP PAYING DOWN STUDENT LOAN DEBT
- INCOME PROTECTION & DISABILITY INSURANCE

YOUR PAY & BENEFITS

»» LOOK AT TOTAL COMPENSATION, NOT JUST THE BASE SALARY

MALPRACTICE INSURANCE

- WHAT TYPE OF MALPRACTICE INSURANCE DO YOU HAVE?
- WHO PAYS FOR MALPRACTICE INSURANCE
- DO YOU NEED TAIL INSURANCE COVERAGE?
- IF TAIL INSURANCE IS REQUIRED, WHO PAYS?

PHYSICIAN EXIT STRATEGY

- CONTRACT LENGTH & AUTOMATIC RENEWAL
- END CONTRACT WITH & WITHOUT CAUSE
- WITHOUT CAUSE NOTICE TIMELINE FOR THE PHYSICIAN & PRACTICE
- MONEY TO PAY BACK WHEN YOU END THE CONTRACT EARLY
- WHERE YOU CAN WORK AFTER YOU LEAVE THE PRACTICE

INSURANCE & EXIT PLAN

»» KNOW WHAT TO DO WHEN YOU PLAN TO MOVE ON



READY TO NEGOTIATE YOUR PHYSICIAN CONTRACT?

DON'T BE ONE OF THE MANY DOCTORS WHO **LEAVES THOUSANDS OF DOLLARS ON THE NEGOTIATING TABLE** SIMPLY BECAUSE THEY DO NOT KNOW WHAT TO ASK FOR OR HOW TO ASK FOR IT.

KNOW A PHYSICIAN WHO WE CAN HELP?

**BEFORE YOU SIGN,
LET'S TALK**

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- **RESIDENT OR FELLOW** GOING INTO FIRST ATTENDING CONTRACT
- **EDUCATION** FOR MEDICAL SOCIETY OR TRAINING PROGRAM
- EXPERIENCED PHYSICIAN STUCK IN A TOXIC PRACTICE
- MULTI-PHYSICIAN GROUP READY FOR A PAY RAISE



SCHEDULE YOUR
2ND OPINION

CLICK HERE 