



The Change of the Physician Practice in This Ever Changing Healthcare World

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Aubrey



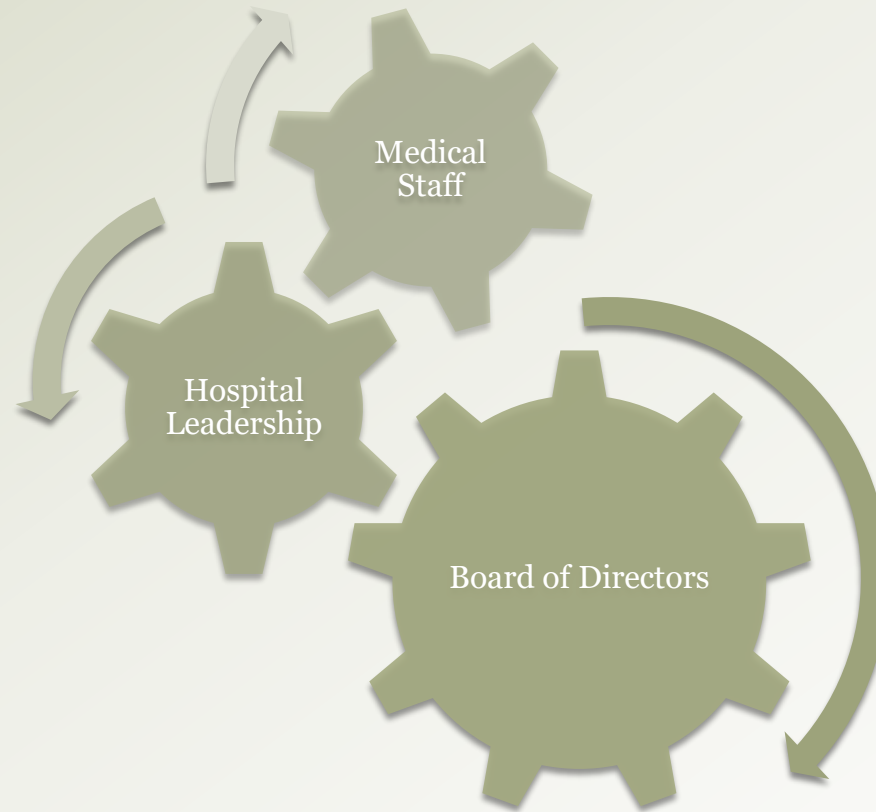
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Purpose and Objectives

- Identify Key Players
- Building Relationships
- Look at Alternative Alignment Strategies

Identify Key Players



Where does your organization stand on employment?

- Jackson Healthcare survey of physicians included 1,527 physicians surveyed between April 18th and June 5th
- Primary care physicians employed by hospitals doubled from 2013 to 2014 from 10% to 20%
- Solo practice: 21%
- Ownership stake in single specialty practice: 17%
- Single or multi-specialty practice owned by hospital or health system: 14%
- Employed by a privately owned practice: 14%
- Independent contractor or locums tenens: 9%
- Ownership in multi-specialty practice: 4%

What's driving the employment trend?

- Hospitals
 - Maintain market share / stable income
 - Bundled Payments

- Physicians
 - Financial Pressures
 - Critical shift from fee for service to pay for performance
 - More leverage in contract negotiations on both purchase and reimbursement
 - Lifestyle preference

Employment Model

- Base Compensation Model with Productivity Incentives
- Non Compete Clause
- Quality incentive
 - Tiered matrix
- Benefit Package
 - Malpractice Insurance
 - Group Health Insurance
 - Retirement Plan

Alternative Alignment Strategies

- Joint ventures
- Provider based clinics
 - 42 CFR 413.65
- RHCs

“You can't build a reputation
on what you're going to do.”

Henry Ford

We need to create a common
ground with our physicians
by creating a unity of
purpose.

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