How Much Should I Pay An Employed Clinician?

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Assumption

Your practice is not so desperate for an additional clinician that you are willing to take a financial loss in order to employ one.
Hire Properly In The First Place
Consider The Entire Compensation Package

- **Income**: 4.44
- **Schedule Flexibility**: 4.44
- **Time Off**: 4.06
- **Call Duties**: 3.38
- **Rounding Duties**: 2.13
- **Fairness to The Practice**: 2.56

Ranking of compensation objectives on a scale of 1-6 by employed physicians, 2013 Pediatric Compensation Model Survey, PCC.
Consider The Compensation Model

Distribution of compensation models for employed physicians in pediatrics offices, 2013 Pediatric Compensation Model Survey, PCC.

- Salaries only: 21.37%
- Salaries with bonuses: 30.53%
- Productivity-based: 6.11%
- A mix of salary and productivity: 24.43%
- Other (please specify): 17.56%
Finally: Do The Math
Here's the math!

33% of Payments

60% Overhead

Your margin... of error.

Control Your Future™
A good rule of thumb: 25-40% of expected payments is fair to the practice and to the employed physician.