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

<table>
<thead>
<tr>
<th>Objective</th>
<th>Rating</th>
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</thead>
<tbody>
<tr>
<td>Income</td>
<td>4.44</td>
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<tr>
<td>Schedule Flexibility</td>
<td>4.44</td>
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<tr>
<td>Time Off</td>
<td>4.06</td>
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<tr>
<td>Call Duties</td>
<td>3.38</td>
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<tr>
<td>Rounding Duties</td>
<td>2.13</td>
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<tr>
<td>Fairness to The Practice</td>
<td>2.56</td>
</tr>
</tbody>
</table>

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.

PCC
Pediatric EHR Solutions  Control Your Future™
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.