Comprehending the full meaning and nuance of a contract is facilitated by understanding the standard features of a typical physician service contract before signing it. Typical contract parameters are shown in Exhibit 5.1.

In the contract, the work expectations need be clearly delineated in regard to hours of coverage and patient workload for all providers. For example, the “rule of thumb” efficiency expectation for an emergency medicine practitioner is to evaluate 2.0 patients per hour (pph) with a range of 1.8-2.2, according to the American College of Emergency Physicians …

Exhibit 5.1 I Contract Analysis Parameters

- Work expectations, which should be clearly delineated
- Restrictive covenants, which should be clearly defined
- Service-model continuum, partner or employee, and compensation specifications
- Work product/requirement expected for a given compensation
- Work difficulty, or quality of clinical time expected based on staffing and resources
- Scheduling process, which should be fair and equitable
- Termination process, which should be specified, as well the methodology of beginning the engagement
- Severance process and the co-termination provision as it relates to hospital providers
- Rights and obligations of partnership status
- Documentation responsibilities and obligations of the position
- Legal parameters (care should be taken to become familiar with the usual legal terms and descriptions that apply to conflict resolution)
- Specified contract term and renewal or termination provisions
- Physician qualifications required
- Malpractice insurance furnished

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