Can’t We All Just Get Along?
Physician Satisfaction & Compliance Are Not Mutually Exclusive in Physician Arrangements

HCCA Annual Compliance Institute
April 9, 2019

Today’s agenda

1. Physician arrangements are highly regulated
2. When time studies are needed
3. Experience of Capital Health System
4. Experience of Jefferson Health System
5. Final tips
Stark Law safe harbors for physician arrangement compliance

- Term of at least one year
- In writing by both parties
- Specify aggregate payment and set in advance
- Payment is reasonable and fair market value
- Compensation not related to volume or value of business
- Exact services to be performed must be outlined
- Services are commercially reasonable

Multiple ways we pay physicians

- Sign-on bonus
- RVU payments
- Incentive payments
- Medical Directorships
- Co-Management
- Teaching
- Pro. Service Agreements with large hospital-based groups
- Monthly stipends
- Per-click payments
- Incentive payments
- Employed
- Independent
- Calendar-based
So why all the hype? When things go wrong, it’s expensive!

When physicians hand-in documentation, they open themselves up to problems

It is 2019, AUTOMATE!
WHEN YOU AUTOMATE PROCESSES, PHYSICIAN SATISFACTION & COMPLIANCE IMPROVE

Can't we all just get along?

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Thank you!

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