



MaxWorth
CONSULTING GROUP LLC

Physicians' Call Committee

Learn more about the program by visiting:
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Physicians’ Call Committee

MaxWorth Consulting Group, LLC has been retained to assist with the design, implementation and ongoing management of a comprehensive call compensation program. An essential component of the program is the creation and facilitation of a physicians’ steering committee and the development of a “Relative Burden of Call Score.”

Our approach has been implemented in many hospitals throughout the country. This unique approach is designed to be a long-term, cost effective, transparent, inclusive, and fair approach to call pay that provides the medical staff with significant input on the structure of the program.

Committee

Mission

The Committee will analyze data related to unassigned call services provided by physician specialties and make recommendations for appropriate inclusion and tier assignments using the methods and processes designed and facilitated by MaxWorth Consulting Group, LLC. The distribution of an approved budget to each specialty will be determined as outlined in this document.

Committee

Membership

The Committee should consist of five to seven voting physician members selected by a formal process determined by Administration. The members of the Committee will appoint the chair of the Committee at the first session.

In addition to the five to seven representatives of the call panel, the Committee membership should include an emergency medicine physician, a non-voting ex-officio executive representative and a non-voting, local civilian board member. Voting members should consist of a maximum of one representative from each specialty.

The success of the committee process is dependent on the characteristics of the voting members. Characteristics include, but are not limited to, the following:

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|---|--|---|--|
| 1 | Proven leadership experience | 4 | Consideration of other specialties’ burden |
| 2 | Willingness to follow the MaxWorth methods | 5 | Commitment to participation in the process |
| 3 | Interest beyond own specialty | 6 | Ability to provide unbiased feedback |

Scope of Work

Using subjective and objective criteria, the Committee will quantify the relative value of the burden of call for all specialties represented on the call panel or specifically those eligible for inclusion in a call-pay arrangement.

The members of the Committee will stratify the Specialties into similarly burdened groups or tiers based on each specialty's relative burden score, creating three to four tier groups. This process establishes the basis for the budget distribution phase of the process.

In the budget distribution phase, the Committee will determine and apply a weighted distribution formula to allocate compensation proportionately, based on relative burden of call. The Committee determines the weighting factors, tier assignments, and the resulting per diem rates.

The final step in the budget distribution process is the per diem comparison to Fair Market Value benchmarks. Benchmarks are derived from commercially available and statistically valid on-call surveys such as Sullivan and Cotter's annual on-call survey. Fair market value certification by qualified independent consultants is obtained for compliance purposes.

Committee

Recommendations

The result of the Committee's work is the ability to make "defensible" recommendations to administration that represents the medical staff's interests and serves the emergency department's needs in providing the highest quality patient care. The recommendations include, but are not necessarily limited to, the following items:

1

An evaluation and quantification of the relative burden for each specialty

2

Stratification, or tier grouping, of specialties based on similar relative call burden

3

Distribution of an established call pay budget using a weighted distribution formula, resulting in per diem assignments that are within Fair Market Value benchmarks

4

The number of specialties included in a call compensation arrangement within the approved global budget

5

A review of the features and benefits of a non-qualified deferred compensation arrangement used in conjunction with the recommended call pay structure

6

A communication strategy for sharing the Committee's work and recommendations to those impacted by the recommendations (the medical staff)

On-Going Governance

The Committee shall meet on an ongoing basis with the following objectives/agenda:



Review compliance to established service agreement



Assess data collected by the Emergency Department



Review inclusion/participation of specialties



Recommendations for any changes to tier assignments (annually)

Request More Information

If you would like to learn more about the program, or if you would like to schedule a conference call to discuss your particular situation, please contact MaxWorth Consulting Group, LLC. A plan consultant will be happy to assist you.

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