



Do Your Physician Compensation Plans Support All Your Goals?

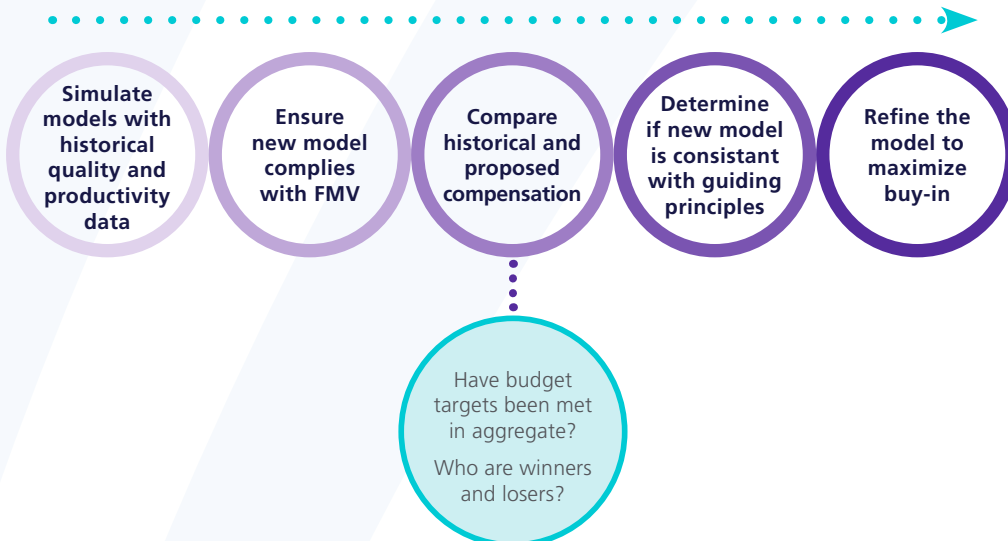
Well-designed physician compensation plans are essential for:

- Achieving your goals for recruiting and retention
- Maintaining the financial health of the physician enterprise
- Succeeding with value-based payment

Compensation plans must provide incentives for both productivity and for meeting goals for quality, cost-effectiveness, and patient satisfaction.

Veralon can help you design physician compensation plans that are innovative, effective, and affordable, that improve performance, and that align physician and hospital interests. Veralon can also provide the data infrastructure to support performance monitoring and incentive payments.

COMPENSATION MODEL DESIGN CONSIDERATIONS HOW TO STRESS TEST YOUR PLAN



WHY VERALON?

Extensive Experience with Compensation Design

We have designed more than 200 physician compensation plans, incorporating volume-based and value-based incentives, and accommodating teaching, administration, and research activities. Our experience includes physician groups, academic medical centers, as well as in-depth contract auditing and review for a wide range of clinical departments.

Expert at Keeping You in Compliance

Veralon has conducted our own market-specific compensation surveys for many years, as well as more than a thousand compensation reviews for community and academic medical center clients. We apply our valuation expertise to assure that compensation will be consistent with fair market value and commercial reasonableness requirements.

We Make the Connections

Our years of experience supporting clients and speaking nationally on ACO's, CINs, and value-based payment, allow us to tie your compensation plans to these kinds of initiatives.



Our physician compensation design services can include:

Assessment

- Assessing compensation models now in place, and how well their incentives are aligned with organizational goals
- Involving physician leaders in plan design
 - Assist with selecting the right physician leaders to participate
 - Educate leaders and establish ground rules

Design

- Designing plans that include both volume and value-based incentives, and are consistent with recruitment and retention goals
- Defining service levels, and determining fair market value for those levels based on work RVUs and other indicators
- Translating administrative, supervisory and teaching (AS&T) activities for faculty and administrators into fair and reasonable compensation ranges
- Identifying a menu of performance metrics
- Assuring that quality incentives are designed to improve, not just maintain, quality of care
- Quantifying the impact of multiple options on the organization as a whole, and on individual physicians

Implementation

- Supporting implementation, including development of communication plans and participation in physician education programs
- Addressing transition considerations, including transition plans for individual physicians who would otherwise be adversely affected by the new plan in the short term
- Structuring mechanisms to monitor time spent on AS&T and other work paid on an hourly basis (e.g., coverage hours that are not part of base pay)
- Setting up reporting to support quality incentives