

# 2016 Physician Compensation Training Seminar

OCTOBER 26-27, 2016 • THE ART HOTEL, DENVER, CO

## SKILL SET DESIGNATIONS FOR THE PHYSICIAN COMPENSATION TRAINING SESSIONS

### Recommended Skills for 101: Introduction to Physician Compensation

0 – 3 years of experience in the area of physician compensation.

Basic understanding of the health care industry.

Basic knowledge of health care compensation surveys with limited to no experience using physician compensation surveys.

- *Session will include hands on training with commercially-available physician compensation surveys including the use and interpretation of survey data.*

Basic to no knowledge of regulatory issues affecting physician compensation, including concepts of fair market value and commercial reasonableness as well as Stark, Anti-Kickback and False Claims Act.

- *Session will introduce concepts noted above, as well as provide an in-depth overview of the key regulatory issues affecting physician compensation. Will review key related case studies.*

Limited to no experience with physician compensation financial costing and impact analyses.

Limited to no experience designing a physician compensation plan. Individuals will generally have not gone through a comprehensive physician compensation design planning process, however they may be preparing to do so in the future.

Participants in this session may range from analysts to managers who have limited to no experience in physician compensation. Typical areas of expertise include Human Resources, Finance, Legal and Medical Group Administrators.

### Recommended Skills for 201: Advanced Training in Physician Compensation

3+ years of experience in the area of physician compensation.

In-depth health care industry knowledge.

- *Session will include information on physician compensation trends including MACRA, and an in-depth discussion on the impact on physician compensation plans.*

Thorough knowledge and understanding of physician compensation surveys and use of survey data.

Working knowledge and understanding of regulatory issues affecting physician compensation, including concepts of fair market value and commercial reasonableness as well as Stark, Anti-Kickback and False Claims Act.

- *Session will include a group case study to address complex fair market value and commercial reasonableness challenges.*

Intermediate experience with physician compensation financial costing and impact analyses.

- *Session will require knowledge of various types of physician compensation elements, such as base salaries, productivity incentives, value-based incentives and on-call pay.*

Intermediate experience with the design of physician compensation programs. Individuals in this session will generally have gone through a comprehensive physician compensation design planning process.

- *Session will include case studies to work through a design process.*

Participants in this session may range from managers to executives who have experience in negotiating physician compensation, developing physician compensation arrangements and/or administering a comprehensive physician compensation program. Typical areas of expertise include Human Resources, Finance, Legal, Contract Administrators and Medical Group Administrators.