



As the focus on aligning the physician workforce with strategic initiatives intensifies, organizations are looking for ways to improve access, quality, service and affordability.

A critical component to achieving successful alignment is ensuring compensation programs support performance objectives, especially as payment models evolve and organizations take on more risk.

Through our discovery, design and implementation process, SullivanCotter can help health systems, hospitals and medical groups define physician performance and design compensation programs that support their performance. Our approach is grounded in extensive experience working with large health care organizations, deep industry insight and the largest physician compensation and productivity dataset in the market.

Our comprehensive physician compensation design services include:

- Defining physician performance and value-based metric selection
- Inventory of compensation plans and assessment of strengths and weaknesses
- Education on market trends and work effort allocation methodologies
- Survey selection and market benchmarking
- Physician compensation preferences survey
- Stakeholder interviews and focus groups
- Physician compensation philosophy development
- Development of conceptual compensation models
- Measurement system and scorecard assessment
- Financial modeling and impact assessment
- Communication and implementation assistance
- Plan administration support
- Advanced Primary Care multi-performance compensation models