

Physician Contract and Compensation Alignment

PPMT™ is a scalable, configurable, cloud-based technology solution that delivers transparent performance-based compensation administration, reporting, and analytical capabilities while providing physicians, advanced practice providers (APPs), and executive and operational leaders insights into performance drivers.

Accurate tracking and reporting of clinical pay and performance builds trust and increases engagement with physicians and APPs and enables leadership to establish, track, and deliver upon organizational objectives that drive meaningful performance improvement. Designed to address a spectrum of physician, leadership and other key stakeholder needs, PPMT combines years of health care compensation insight and expertise with an intuitive, automated technology platform to help drive physician and APP performance and support the transition from volume to value-based care.



Learn how PPMT™ can help organizations streamline physician contracts and ensure accurate compensation delivery.

OVERVIEW

Health care organizations frequently rely on a mixture of physician-hospital affiliation relationships that cover both employed and non-employed physicians. Accessing and managing these highly variable, and often hard copy, physician contracts and linking them to compensation commitments is difficult.

By connecting with contract lifecycle management systems, PPMT's **Contract and Compensation Alignment** increases visibility by directly connecting these contracts to compensation. This centralized and transparent platform facilitates mutual awareness and understanding of contract promises and decreases the legal risk of unmet obligations.

KEY FEATURES AND BENEFITS

- **Audits and proactively addresses variances** between calculated compensation and contract requirements
- **Increases efficiency** by streamlining stakeholder actions throughout the entire contract lifecycle
- **Alerts team** to contract terminations to proactively foster renegotiations
- **Notifies compensation team** of newly hired physicians automatically
- **Supports system-wide physician contract compliance** with an enterprise-ready solution
- **Creates visibility into contracts**, including all amendments, for the compensation team and individual physician
- **Enables the organization to identify triggers** in contract variability and take appropriate action through dynamic visibility between contracted and earned compensation
- **Improves mutual awareness and understanding** of contract commitments and negotiations between administrators and physicians

Show Exceptions

Components	Contract Compensation	Earned Compensation
Detail		
Base Salary		
Clinical	\$1,180,000.00	\$1,180,000.00
Admin	\$10,000.00	\$3,000.00 V
Medical Director	\$30,000.00	\$30,000.00
Productivity Incentive		
Tier 1	3800	3800
wRVU Rate	\$48.50	\$48.50
Tier 2	4200	4200
wRVU Rate	\$49.92	\$49.92
Value Based Incentive	\$72,000.00	\$74,000.00 V
Other		
Bonuses	\$28,000.00	\$28,000.00

Show Exceptions				
Admin				
Participants	Admin FTE	Contract	Comp	Variance
Terry Gabert	0.2	\$10,000	\$3,000	(\$7,000)
Total	0.2	\$10,000	\$3,000	(\$7,000)

“PPMT will now enable us to automatically deliver extensive supporting documentation with drill-down capabilities for our clinicians to access any time they want. Providing this visibility and transparency is critical as we navigate an increasingly complex and rapidly changing health care environment.”

Design Studio

Our Design Studio team of experts work with clients to understand their unique challenges and needs. This enables us to recommend **tailored, right-fit programs for our clients** that maximize existing resources while addressing critical compensation or performance management needs.

VALUE BY STAKEHOLDER

Administration

- Reduces errors and creates administrative efficiencies through a single, automated system containing both physician compensation and contracts
- Ensures all parties receive necessary information through secure user access
- Creates cloud-based document storage for reliable and secure record keeping
- Audits to proactively manage any contracted compensation changes

Physicians and APPs

- Helps improve provider engagement and trust that contractual commitments are being met through increased transparency
- Forms a single source of information for personal contract and pay data

Leadership

- Reduces legal risk by ensuring contract obligations are met
- Increases retention by enabling transparent visibility into contract terms and compensation programs
- Builds trust with clinical workforce through proactively addressing renewals and changes in contracted compensation



SullivanCotter partners with health care and other not-for-profit organizations to drive performance and improve outcomes through the development and implementation of integrated workforce strategies. Our proven approach helps our clients align their business strategy and performance objectives.

Questions? Contact us!

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