



# Anesthesiology Advisory Services

***The demand for anesthesia providers is greater than ever.***

We can help you develop a sustainable workforce strategy to meet surgical demand, support growth, and achieve organizational goals.

## **It starts with access to the right data and expertise.**

As the industry grapples with an increase in the demand for surgical and procedural services combined with a nationwide shortage of anesthesia providers, organizations require a more comprehensive approach to recruitment, retention, and affiliation.

Our integrated anesthesiology workforce solutions are backed by decades of health care consulting experience and industry-leading benchmarks on clinical work effort, compensation, productivity, utilization, staffing, and more. Our physician and APP surveys report compensation and pay practices from more than 19,000 anesthesia providers.

With the development of a well-designed and consistently applied approach, organizations can ensure better coverage, enhance efficiency, and improve financial performance.

## **Partner with SullivanCotter!**

***We enable clients to:***



**Attract, engage, and retain** high-performing anesthesiologists, CRNAs and CAAs



Develop market-competitive and financially sustainable **compensation structures**



Support **strategic decision-making** with data-driven insights and analyses



Implement best practices in **staffing, coverage, and care delivery models**



## How can we help?

Our services include:

### Assessment

- Holistic assessment of clinical and operational processes, performance, compensation, staffing ratios, and productivity
- Analysis and benchmarking of expenses and operations – including anesthesiology and CRNA-specific data from five SullivanCotter surveys
- Evaluate professional services agreements to determine regulatory compliance, appropriateness of subsidies, surgical volumes and staffing models, and more
- Administer and manage the RFP process for the selection of new partner groups to provide anesthesia coverage and medical administrative services

### Design and Modeling

- **Care Delivery:** Define optimal roles within the anesthesia care team
- **Funding:** Develop a funding model with recommendations regarding communication, policy creation, and related timelines
- **Operations:** Guidance on administrative support, revenue cycle optimization, expense control and more
- **Compensation:** Updated plans with financial impact testing to highlight both cost and value
- **Professional Service Agreements:** Implement mutually sustainable and compliant arrangements

### Implementation

**We have a track record of successfully leading change management within organizations like yours!**

Our approach blends multiple change management styles and focuses on recommendation alignment, technology support, communication and performance measurement, and scorecard development.

