COURSE: T2817 (WEBINAR)  
VALUE-BASED PHYSICIAN COMPENSATION: CONSIDERATIONS IN THE TRANSITION

The U.S. healthcare system is in the early stages of a transition from a volume-based to a value-based reimbursement methodology that will take many years to take effect. Regardless of your beliefs about the long-term effectiveness of payment reform, physician organizations, including hospital-based and independent medical groups, will need to adapt to a payment environment that rewards value over volume. As payment models shift toward a focus on value and reimbursement becomes increasingly linked to measurements of quality and efficiency, physician organizations will need to incorporate this new focus into the day-to-day actions of their physicians. The most effective mechanism to accomplish this goal is to modify today’s physician compensation structures to better align with organizational goals in a value-based payment environment. Transitioning compensation plans into a framework that utilizes nonproductivity metrics will be difficult for any organization. The purpose of this presentation will be to address the critical success factors for integrating nonproductivity incentives into a market-based compensation plan.

Target Audience:  CEO, COO, CAO, CFO, CMO, Board Members, HR Directors, Managed Care Directors, Business Development Directors, Physician Services, and Financial Services

Date: February 28, 2013  Time: 12-1pm CST

Faculty:
Leonard J. Henzke  Principal, Northwest Practice  ECG Management Consultants  Seattle, Washington

Maria C. Hayduk,  Senior Manager  ECG Management Consultants  St. Louis, Missouri

Leonard J. Henzke has multiple years of experience as a healthcare consultant. His experience has focused on hospital/physician relationships, financial analysis, business development, and physician compensation planning. Mr. Henzke is a frequent speaker to state hospital associations and physician organizations on issues related to call coverage and hospital/medical staff relationships. Also, he has co-authored articles on topics such as physician call coverage.

Maria C. Hayduk has assisted several hospitals and physician organizations with physician compensation planning, business development, and medical group operations. Ms. Hayduk leads ECG’s custom compensation and production surveys in the Northwest, Midwest, and Southeast, in addition to ECG’s National Pediatric Subspecialty Physician Compensation, Production, and Benefits Survey.

Program Topics:
- Identifying value-based compensation trends
- Utilizing data from national compensation surveys
- Advantages and disadvantages of nonproduction based metrics including clinical quality, patient satisfaction, access, teamwork/citizenship, and expense reduction
- Compensation plan methodologies that incorporate non-production based metrics
- Advantages and disadvantages of the methodologies
- Process for Integrating incentives into compensation plans
- Barriers to implementation and critical success factors

Objectives:
At the completion of this program, the participants will be able to:
1. Discuss the major trends in nonproductivity-based compensation, including the percentage of compensation that high-performing groups are allocating to these incentives (relative to productivity incentives or fixed components).
2. Recognize the relative strengths and weaknesses of the various nonproductivity performance metrics that are utilized in physician compensation plans.
3. Identify the various methods for integrating nonproductivity incentives into a market-based compensation plan.
4. Describe the best practices related to this topic.
This Webinar is being presented in cooperation with the Georgia Hospital Association Course T2817

There is a site fee of **$175.00** for NDHA **Member Hospitals** and NDHFMA Members and **$300.00** for Non-members for this course. **Member Hospital is referred to as an individual freestanding facility, not a hospital system.** The registration fee provides you with one phone number, Web connection and a downloadable handout. Numerous people at one physical site are encouraged to participate in the Web Conference through one registration (utilizing the same telephone/Web connection). If any additional locations or facilities are added into your connection, additional registration fees will be charged. If participants at your site require more than one telephone/Web connection, additional registration fees will be charged.

Prior to the program you will receive an e-mail containing instructions on how to connect to the conference. This e-mail will also contain codes to access the conference call. Advance registration by **February 20, 2013** is required to ensure delivery of instructional materials. A late fee of **$25.00** will be charged for any registrations after this date. This fee is necessary, as we are being charged a late fee for any last minute registrations that require an overflow line on the bridge. If you do not receive an e-mail from Linda Simmons prior to the program with your handouts and dial-in information, please contact her at 701 224-9732.

Please contact Linda Simmons at 701 224-9732 or lsimmons@ndha.org for further information. You may register by fax (701) 224-9529, online at [http://www.ndha.org](http://www.ndha.org) under Education or by mail PO Box 7340, Bismarck ND 58507.

Registration fees are non-refundable unless notice of an individual’s cancellation is received at NDHA five working days prior to the event, in which case a cancellation fee of **$50.00** will be deducted from your registration fee. If notice of cancellation is received after this date, there is no refund. You will be billed whether or not you attend the program.

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**T2817 Value-Based Physician Compensation: Considerations in the Transition 2/28/13**

Facility _________________________________________________________________

Contact Name/Title ______________________________________________________

E-Mail _________________________________________________________________

Phone Number _________________________________________________________