

Common Physician Compensation Models

01

Straight Salary or Base Salary + Bonus

Under this model, physicians get a fixed salary regardless of their patient volume or productivity.

02

Income Guarantee

Ensures a fixed income for new physicians for a specified period, typically 1 to 3 years.

03

Production-Based

Also known as Fee-for-Service or RVU-based compensation, this model pays physicians based on the volume of services provided.

04

Revenue Less Expenses

Physicians are compensated based on the revenue they generate minus their share of practice expenses.

05

Equality Shares

Divides the total revenue equally among physicians after expenses are deducted.

06

Performance-Based

Pays physicians based on specific metrics such as patient satisfaction, quality of care, and clinical outcomes.

07

Value-Based

Rewards physicians based on the quality and efficiency of care rather than the volume of services provided.

08

Hybrid Compensation Model

Combine elements of different physician compensation models to balance incentives for both volume and quality of care.

09

Contribution-Based Incentive (CBI)

Offers a comprehensive compensation approach that factors in productivity, quality, and organizational citizenship.

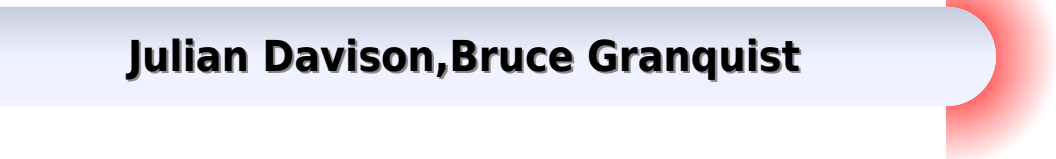
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Capitation

Physicians receive a fixed amount per patient, regardless of the number of services provided. This set fee covers all necessary care for the enrolled patients.

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Julian Davison, Bruce Granquist



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