

Seeking Gainful Employment
*10 Years After College and You Are
Ready For Your First Real Job*

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Geography

- Family, Social Support, Other Obligations
- Cost of Living
- Cost of Practice
 - Overhead
 - Staff
- Salaries and Reimbursement
 - Supply and Demand
 - Regional Medicare Rates



Questions about the Practice

- Why are they looking?
- How busy will new associate be?
 - *How long do patients wait for a colonoscopy?*
- How would you fit into business plan / vision?
- Track record for new hires?
- Competitive Environment?
- Quality of life
 - None, Half or Whole Day off per week
 - Call



Contract Elements

- Salary & Bonus
- Vacation
- Conferences / CME / GI Boards
- Benefits & Malpractice Insurance
- Duration of Contract
- Partnership / Buy in
- Termination
- **NEED A LAWYER TO REVIEW**



Range of Contracts

- 10 pages with sub clauses detailing aspects of job, partnership, ASC etc
- 2-3 page letter



Salary

- Generally \$100,000 – \$350,000 initial
- Signing Bonus
- Productivity
 - Lead time to get registered with plans
 - Start the clock 3 months into job
- What insurance plans do others in group take? What would you participate in?



Time Off

- 3-4 weeks during 1st 12 months
- Board Review Course / Boards
- Specific Dates if Needed
 - Sibling getting married December 27 and thus need Christmas week off
 - Family Reunion in Hawaii during DDW
- CME



If Things Sour...

- Restrictive Covenants
 - Time (duration)
 - Scope (what you can and cannot do)
 - Place (area in which you are restricted)
- Non-Solicitation Covenants
 - Cannot solicit patients, member of patient's household, referral source to the practice
 - Cannot encourage patients to follow you elsewhere
 - Conflict with duty to patient???



Academics vs Private Practice

- No need to decide at outset
- Can explore both
- Same principles apply to each



Bear In Mind

- You are no longer a fellow...
- Have realistic goals and expectations
- No job needs to be forever
- Lawyer is critical for contract
- Enjoy the process ... you are in demand

