7 Tips for an Effective Medical Directorship Strategy

Ludi

Medical directorships are a popular way for hospitals to fulfill their need for physician partnerships in administrative leadership. Specifically, these arrangements designate a physician leader responsible for various activities related to medical care and clinical services.

However, managing these agreements and payments can be tricky. Ultimately, they must be fair for both parties, adhere to tight regulatory requirements, serve their actual intent (vs. a hidden agenda) and be easily adjudicated from both the physician and hospital teams. Below are our tips that will help you build a medical directorship strategy that is both efficient and risk-free.

1. Make sure the "duties" (the specific action the physician will carry out as part of this agreement) are measurable and actionable, avoiding mission-based or vision-based duties.

2. Do not attach too many duties to a medical directorship contract, as it can become inefficient and unenforceable.

3. Avoid non-specific or open-ended duties, as they may lead to confusion and difficulty in tracking and recording time.

4. Avoid having physicians turning in stacks of time logs at one time that account for a multi-month time period.

5. Ensure payment for the medical directorship is commensurate with the functions and duties of the directorship.

6. Mind the payment calculations. These can get complex due to different hourly rates for different duties or inconsistent monthly and annual maximums.

7. Make sure the process to track time (time logs) and approvals are easy for both doctors and hospital admin teams alike. If you're still on paper, that opens the door for compliance errors and additional administrative burden on teams.

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Why Automation is Critical

Automation is key to a healthy medical directorship strategy. Specifically, automation provides ongoing management of your contracts, ensuring every payment is within scope of the contract itself, a streamlined approval and payment process, reduced documentation errors (no more paper!) and less compliance risk as a result. Automation also opens the door to HRIS/payroll integration to make your payment processes even easier and seamless for everyone involved.

Get to Know Ludi and Our DocTime® Solution

Ludi is a health care technology company making it easier for hospitals to pay physicians. Our DocTime Suite automates the payment process for any type of physician arrangement, from medical directorships and on-call arrangements, to large PSAs, bonuses and wRVUs. Ludi is trusted by hundreds of hospitals nationwide to help them track, manage and audit payments to physicians resulting in significant cost savings, improved physician satisfaction and reduced compliance risk and administrative burden.