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ITEMS TO CONSIDER WHEN NEGOTIATING YOUR EMPLOYMENT CONTRACT

The contract should specifically state how much and how often you will be paid. The contract should also list all benefits your employer extends to you; typically including health, disability, life insurance and retirement plans.

1 COMPENSATION & BENEFITS



Contracts are typically specified for a certain time period. If your contract has a stated term, be sure to note in your calendar the expiration date & automatic renewal date.

2 TERM OF CONTRACT

2



The termination section may include both termination without cause and for cause. Keep in mind that termination provisions set the term of the agreement, regardless of the stated term.

3 TERMINATION



Be clear about your schedule expectations to ensure they are commensurate with the employer's requirements. Also, be sure to clarify whether the employer will assign call equally with other physician employees on a mutual rotation.

4 WORK SCHEDULE & CALL COVERAGE

4



Restrictive covenants seek to prohibit the physician from practicing medicine for a specified period of time in a specific geographical area. If your contract indicates your non-compete is binding within a certain mile radius of any of their sites, this could severely limit your professional options when you decide to terminate your employment.

5 POST-EMPLOYMENT RESTRICTIONS



The compensation you are offered should be comparable to that of physicians with similar experience in your area. Verify that your salary amount matches up with what other physicians make in your geographic region.

6 GEOGRAPHIC TRENDS

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If you are offered claims-made coverage, there will be an expense, or tail, if you were ever to leave that practice. If it's a claims-made policy and you leave the practice, you would not be covered for any incidents that occurred during your time there.

7 TAIL COVERAGE



Activities outside of your employment such as research, publishing articles, teaching and consulting should be stated in your contract whether money earned from these outside sources is considered private compensation, or as a part of the employer's overall income.

8 OUTSIDE ACTIVITIES

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Your employer may be an entity of some type of business. If you want to be considered for a partnership a few years down the road, ask your employer to have a clause in the contract that clearly stipulates the terms for equity ownership.

9 EQUITY OWNERSHIP



Many employers provide a stipend for continuing medical education. Make sure your contract states the expenses your employer will cover.

10 CONTINUING MEDICAL EDUCATION

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