Physician Employment Opportunity

Physician Led, Physician Driven

Join the Bay Area’s most progressive patient-centered multispecialty medical group and focus on your patients.”

BayCare Medical Group
300 S. Park Place, Suite 180
Clearwater, FL 33759
(727) 532-1388
BayCareMedicalGroup.org

About Us
BayCare Medical Group (BMG) is a not-for-profit physician group practice initially founded by area doctors and local hospitals. BMG unites the physicians and staff of HealthPoint Medical Group, Morton Plant Moos Primary Care and Specialists, St. Anthony’s Primary Care and Specialists, Winter Haven Hospital and Suncoast Medical Clinic. The group is governed by a board, and consists of representatives of employed physician directors and health system appointment directors. BMG provides the opportunity to practice medicine in a group practice setting with physician direction and leadership.

Learn More About Your Future with BMG
You can explore employment with BMG by calling our representative (see the contact information included in this packet). You can also speak with a BayCare Physician Business Development Account Manager who serves as a liaison between BMG and area physicians.
What sets BayCare Medical Group apart from other groups and independent practice?

1. **Focus** on your patients, not on managing the increasingly complex legal and business requirements of medicine

2. **Lead** your high-performing team to achieve exceptional patient outcomes

3. **Work** in a supportive collegial professional environment with opportunities for professional and personal development
BayCare Medical Group

Frequently Asked Questions

What will be the role of the individual physician in the future development of the practice?

BMG expects that physicians will be involved in key business responsibilities in which they have particular interest, including quality, operations, physician compensation, payor strategies, and recruitment and practice development and growth strategies.

How long will it take to get a proposal/offer letter?

Gathering the detailed information to provide to us can be time-intensive for you and your staff. Also, we need time to adequately analyze your information to ensure we understand the full financial and operational picture of your current practice and your staff. This process typically takes four to eight months, depending on the complexity of your practice and your timeline.

Laura Arline, MD
Medical Director, BayCare Medical Group

West Primary Care

BayCare Medical Group at a Glance

- Over 200 primary care physicians and 75 advanced care practitioners
- Over 60 NCQA-recognized patient-centered medical home sites including four advanced ones
- Over 140 specialists and 50 hospitalists supporting most BayCare hospitals
- Over 160 office locations across Hillsborough, Pinellas, Pasco and Polk counties
- Over 500 physicians and more than 300 strong

Facts about BayCare Medical Group

- 500
- 200
- 60
Our Professional Advantage:

- We use National Committee for Quality Assurance (NCQA)-certified delegated credentialing with most major payors. This minimizes the time it takes to get our new physicians on managed care networks, which means fewer denials and more revenue when the physician starts.

- Your focus will be the care and treatment of your patients. We will provide administrative support to handle the practice’s financial, billing, managed care contracting and information systems functions. BMG also has a team of highly skilled administrative staff to provide operational support.

- Our electronic medical record and data warehousing system provides seamless integration with BayCare hospitals, facilities and physicians.

- Your professional autonomy and the care you provide your patients are supported through shared physician decision-making to ensure patients’ needs come first.

- We offer market competitive compensation and benefits with incentives tied to your productivity, population health, outcomes and overall BMG financial success. With a market-based model, the variability of payor mix and reimbursement across practices is minimized.
■ Associate agreements generally include a two-year term, during which BMG provides a competitive, guaranteed salary and bonus structure while you build your practice.

■ Member agreements are reserved for successful physicians who are recommended by their peers and approved for member status by the BMG Board. As a member physician, you will enjoy enhanced benefits and additional leadership opportunities.

■ As reimbursement models change toward risk payments, bundled payments and population health, your financial stability as a valuable partner of BayCare is secured. Compared to other health systems, BayCare has a strong bond rating and has the financial viability to sustain changes in reimbursement mechanisms that will happen over the next decade.

■ BMG will purchase your tangible assets at fair market value, if applicable. We will also lease or assign the lease of your space and any applicable equipment. Any accounts receivable are retained by you as part of your former practice.

■ BMG and BayCare work cooperatively to negotiate the most favorable terms with managed care organizations. Being one of the largest health system-owned groups in Florida ensures that BMG has the most leverage possible when negotiating reimbursement rates, payment models and incentives.
BayCare Medical Group is a dynamic, growing organization with a community focus and always strives for the best in patient care.

“BMG supports providers by ensuring a strong foundation and a commitment to do what’s right for the patient.”

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BMG expects that physicians will be involved in key business responsibilities in which they have particular interest, including quality, operations, physician compensation/strategy, physician recruitment, practice development, and practice growth strategies. The governance and organizational model of BMG anticipates that physicians’ involvement will be through the Board of Directors and committee structure.

How long will it take to get a proposal/offer letter?

Gathering the detailed information to provide to us can be time-consuming for you and your staff. Also, we need time to adequately analyze your information to ensure we understand the total financial picture of your existing practice so we can provide you with the most fair and favorable offer terms. Once you have decided to accept our offer, we begin a transition process that includes the Physician Employment Agreement, lease or lease assignment, asset acquisition, and operational transition for your practice and your staff. This process typically takes four to eight months, depending on the complexity of your practice and your desired timeline.

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- 500 We Are More Than 500 Strong

Community that is fair, understandable and nationally competitive

An integrated, physician-led, professionally supported multispecialty medical group

4.

5.

6.

Compensation that is fair, understandable and nationally competitive

An advanced EMR for clinical care and analytics

Over 500 Strong

We Are More Than 500 Strong

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“BayCare Medical Group is a dynamic, growing organization with a community focus and always strives for the best in patient care.”

Latha Pandurangan, MD
Family Medicine

Cesar A. Santiago, MD
Colon and Rectal Surgery
As a physician-led organization, BMG has the flexibility and vision to engage providers in a range of practice environments and state-of-the-art facilities, while fostering personal and professional development via mentoring, formal training and administrative support.

BayCare Medical Group is home to internationally and nationally known physicians such as Dr. Peter Blumencranz.

Physician Employment: Is It the Right Course for You?

Many physicians worry about losing autonomy, not being heard by administrative leadership and not sharing a common strategic vision. BayCare Medical Group recognized these concerns early and the result is a physician-directed group. More than 50 percent of practicing U.S. physicians are employed by hospitals and integrated delivery systems. Reasons include:

- Improvement in physician work-life balance
- Minimizing oversight of business office functions of the practice
- Focus on outpatient practice instead of balancing inpatient and outpatient demands

Peter Blumencranz, MD
Breast Oncology Surgery

Zaruhi Babayan, MD
Cardiovascular Diseases and Internal Medicine

BayCare by the Numbers (2014)

- 13 Hospitals
- 3,419 Beds
- 23,600 Employees
- 100 Physicians
- 3,444,678 ER Visits
- 3,100 Physicians
- 1997 Year founded
- $266.4 Million Total Community Benefit
- 13 Urgent care centers
- 7 Imaging facilities
- 4 Ambulatory surgery centers
- 13 Total hospitals
As a physician-led organization, BMG has the administrative support, development via mentoring, formal learning and feedback, while fostering personal and professional freedom. In its ability to nurture providers in a range of practice environments and state-of-the-art facilities, BMG has the flexibility and vision to nurture providers in a range of practice environments and state-of-the-art facilities.

After opening to the community in February 2015, St. Joseph’s Hospital-South became the newest addition to BayCare's 13 not-for-profit hospitals.

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Breast Oncology Surgery

Zaruhi Babayan, MD
Cardiovascular Diseases and Internal Medicine
“BayCare because WE CARE. Investing in your future to make a stronger, healthier Tampa Bay.”

Robert C. Gabordi II, MD
Breast Surgery
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- Over 200 group primary care physicians and nurses

We Are More Than 500 Strong
As part of your practice acquisition, other financial benefits for you to consider include:

- If you own your space, we will lease the space, if applicable, at a rate that is considered within fair market value based on its size, condition and location, or we will assume the existing lease.

- Purchase of your tangible practice assets at fair market value. We perform an asset inventory and assess the assets using replacement cost, age and condition.

- We will make every attempt to employ your staff, subject to our applicable policies and procedures.
What’s Involved in Joining BayCare Medical Group?

We have a team who can help you explore what joining BMG means to you, and we will meet with you to learn about your practice.

- Financial analysis of the practice and your current compensation
- Analysis of operations, space, staff and other areas
- Preliminary proposal/offer outlining the compensation and general contract terms
Physician Compensation Model

- Total cash compensation is based on your existing practice.
- Compensation considers certain benefit costs that are not offered as part of BMG, such as car allowance and other expenses.
- Compensation is considered in comparison to productivity as measured in terms of work-relative value units (WRVUs).
- Our comprehensive benefits package includes health, dental, life, short-term disability, long-term disability, retirement plan, CME and more.
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