

How to fire a physician



Removing an employed physician from a practice is never easy. There are many things to consider, in particular, the needs of patients under his or her care. However, there comes a time when it becomes necessary for management to terminate a provider. Experts say several steps could provide a framework to make the process a bit smoother.

While the individual circumstances leading to a physician's termination must come into play, having a framework in place can make the process less painful, according to May Mon Post, counsel at Fisher Phillips labor law firm in Philadelphia, and A. Kevin Troutman, partner at Fisher Phillips in Houston. They suggest organisations take the following steps prior to letting the physician go.

1. Keep documentation of performance concerns that led to the termination. The unique role physicians play in the healthcare system can raise financial questions and issues related to insurance contracts, so clear documentation throughout the process is vital.
2. Closely review the employment contract. Focus on termination rules, but don't ignore other provisions that could play a role, like the terms of agreement.
3. Plan carefully for communication with various stakeholders.

Inform staff, patients, payers and other stakeholders promptly, but provide only necessary information. Patients need to be assured that there will be no disruption in the provision of care.

The above strategies could also translate into dismissing problematic patients, another tough "firing" for providers to navigate, the experts say.

Leaving staff unaware of hiring and firing decisions, particularly in the case of patients, can leave them vulnerable to potentially dangerous situations. Provide a script for dealing with individuals that have been fired, the experts suggest.

It's important to have a clear, direct conversation with the person being terminated as this can prevent problems later on.

Source: [FierceHealthcare](#)

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Published on : Tue, 7 Nov 2017