

Reimagining Physician Compensation for Primary Care



Goals of Engagement:

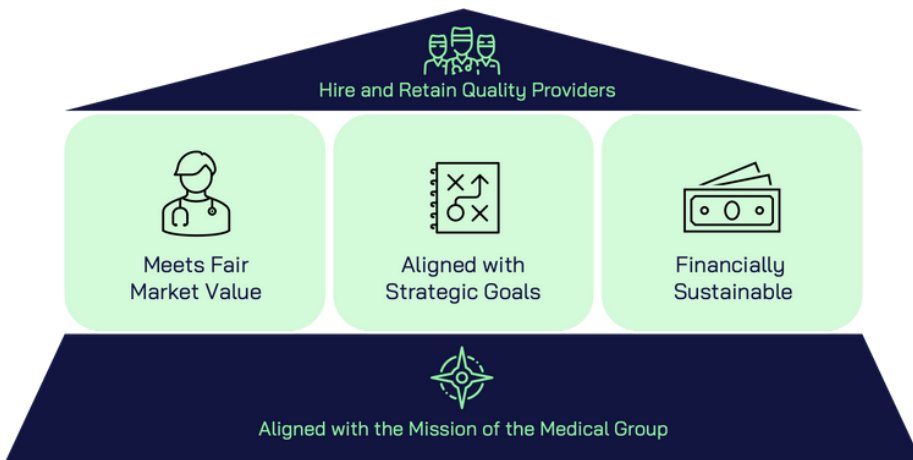
- Align all key stakeholders on the mission, vision, and strategy for the group moving forward
- Ground the group on how we make money and spend money
- Build trust between physicians and administrators
- Design a model that is market competitive, financially sustainable, and rewards achievement of strategic goals

Client: Spring Medical Group*

- Primary care group in the mid-Atlantic
- 3 locations
- 12 primary care physicians, 7 APPs
- Participates in VBC arrangements

*Please note that Spring Medical Group is a pseudonym

Building a Foundation for a Sustainable Model



What We Found:

- Current wRVU comp model rewarded individual productivity at the expense of team-based care
- Difficult to recruit and retain top talent due to primary care disruptors moving into the area
- Loss per physician was growing and becoming unsustainable
- Distrust between physicians and administrators

Outcomes of Ancore's Work:

- Improved trust between physicians and administrators
- Established guiding principles to navigate compensation decisions
- Designed a sustainable compensation model based on panel size, not wRVUs
- Rewarded performance on quality, patient access, and financial sustainability metrics
- Created a Physician Scorecard to foster trust and transparency

