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PHYSICIAN NEEDS ASSESSMENT: REQUIREMENTS FOR HOSPITALS

The development of a Physician Needs Assessment (Medical Staff Development Plan) is a complementary plan to both the Community Health Needs Assessment (required every three (3) years for tax exempt and 501-C-3 hospitals) and the Strategic Long Range Plan of the hospital.

Stark regulations include extensive requirements which hospitals must meet in order to satisfy the Stark recruitment exception. Specifically, documented need by physician specialty must be shown with respect to physician recruitment activities, particularly where the hospital is offering recruitment assistance arrangements.

The process regarding this project would involve the follow:

I. Development of Medical Staff Development Plan and Market Share/Outmigration Analysis

A. This process would involve the following components:

- 1. Review current Hospital Strategic Long Range Plan**
- 2. Review current Medical Staff Development Plan**
- 3. Interviews with key constituencies**
 - **Board of Directors**
 - **Senior Management**
 - **Physician Leadership**
 - **Community Leaders**
 - **Major Employers**
- 4. Assessment of demographic information for primary and secondary service areas of Hospital.**
- 5. Assess options to meet future physician needs.**

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- Hospital employment versus private practice
 - Physician engagement
 - Predictability of future recruiting success
6. Assessment of patient wait times for new/established patients
 - Primary Care physicians
 - Specialists
 7. Review of Emergency Department coverage by specialty and transports to out of area facilities.
 8. Review of subspecialty availability.
 9. Review of physician and community satisfaction surveys.
 10. Assessment of out referrals/outmigration by specialty.
 11. Assessment of strategic partnerships
 - Hospitals/health systems
 - FQHC's
 - Rural Health Centers (independent)
 12. Active physician recruitment efforts (if any)
 13. Affiliations with any medical specialists
 - Part-time basis/satellite offices
 14. Physician succession planning
 - Number of providers by specialty within primary service area over the age of 60 years old

II. The findings and recommendations associated with the Medical Staff Development Plan should include the following:

A. Executive Summary

- Project Overview
- Current Market Conditions
- Strategic Initiatives
- Findings and Recommendations

B. Physician Supply/Demand Analysis

C. Estimated Population Requirements to Support Specific Physician Specialties

D. Physician Contribution Analysis (Inpatient)

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- E. Physician Contribution Analysis (Outpatient)
- F. Patient Origin Analysis (Inpatient)
- G. Patient Origin Analysis (Outpatient)
- H. Payor Mix Analyses
- I. Summary of strategic affiliations
- J. Listing of major employers
- K. Assessment of Market Share/Outmigration by specialty for primary and secondary service areas.
- L. Competitor Analysis
- M. Development of Implementation timeline
- N. Recommendations and strategic initiatives for implementation of Development of Medical Staff Development Plan and Market Share/Outmigration Analysis

III. Presentation of Medical Staff Development Plan and Market Share/Outmigration Analysis

- Board of Directors
- Senior Management
- Physician leadership

For further information regarding the development and implementation of Medical Staff Development Plan (Physician Needs Assessments), please contact John W. McDaniel at 1.800.764.2633 ext. 1

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