



BEGINNER'S GUIDE TO PHYSICIAN RECRUITMENT AGREEMENTS

PHYSICIAN ADVISORY BOOTCAMP SERIES

1. What is it?

A physician recruitment agreement, or “PRA,” is a contract between 3 parties: you, the medical practice offering you a job, and a health system. In it, the health system agrees to pay the medical practice on a monthly basis to cover expenses while you are building your own practice. The health system also guarantees your minimum salary for a defined amount of time. The PRA is meant to work in conjunction with a physician employment agreement.

2. Impact to me?

BE CAUTIOUS. These contracts are lengthy and they use cross referencing heavily. This means it can be difficult to understand exactly what each section is saying unless you jump to other sections so you understand the references. Definitions are also critically important – do not assume you know what defined term means. Generally, except for the start of sentences, capital letters mean that the capitalized term is specifically defined elsewhere in the agreement. TAKE YOUR TIME. These agreements are drafted by sophisticated legal departments and they are designed to benefit the health system.

3. Think about the future.

DO NOT just blindly sign, even if you are told “no edits allowed.” Think about your personal exit plan. Where do you want to be at the end of your PRA? Do you want the flexibility to go wherever you want? Do you want to take patients with you? Will you have any lingering financial obligations, or worse, a promissory note to pay off at the end? Ask yourself these questions as you evaluate whether the PSA is in your best interest.

About Warriner Kable, PLLC

Warriner Kable, PLLC is a law firm pioneering a new approach to representing physicians. Our Physician Advisory practice is prepared to help you navigate the various stages of your career by providing you with a strategic plan for you to follow along the way. Contact us to learn how we can help you plan for success today.

www.warrinerkable.com

281-675-2772

info@warrinerkable.com

