



For Cause Reasons for When a Physician Employment Contract may be Terminated Early?

Below are reasons why either party may terminate a physician employment contract early:

Termination By Employer – where the fault lies with the Physician/Employee	Termination By Physician/Employee – where the fault lies with the Employer
<ol style="list-style-type: none"> 1) Failure to perform - Performance Issues – Lack of revenues 2) Failure to supervise healthcare personnel 3) Disrupting Behavior – such that the physician cannot lead the team without drama that affects delivery of care 4) Licensure Suspension/Violation 5) Restrictions placed upon Physician’s License 6) Loss of Board Certification or Certification Eligibility 7) Loss of Medical Staff Privileges at a hospital 8) Misconduct by the Physician – such as improper communications, failure to be truthful 9) HIPAA Violations by the Physician 10) Failure to comply with federal, state and local laws. 	<ol style="list-style-type: none"> 1) Failure to compensate as agreed to in the contract 2) Failure to grant authority to the Physician such that the Physician can perform their job 3) Failure to maintain proper provider records or necessary business records 4) Failure to maintain equipment 5) Loss of Employer’s license 6) Loss of professional malpractice insurance by Employer 7) Failure to bill ethically – could be over or underbilling 8) Failure to staff the office properly, such that it causes issues with delivering quality care 9) Failure to safeguard patient information 10) Failure to establish business processes such that the Physician is unable to perform their job; i.e. relaying of messages from patient,

Note: Some of the reasons listed can be applied in either direction. For Cause termination is tricky and it depends on the level of egregiousness. Documentation is very important. There will likely be post termination clauses (such as non-solicitation or non-compete clauses that will apply), that the parties will need to observe.

Important: If you are dealing with a unique situation, feel free to run things by one of our healthcare attorneys.