

Physician Compensation Services Overview

Assess. Design. Implement. Monitor.

Driven by regulatory and market forces, the healthcare landscape is rapidly changing, and healthcare organizations are looking for ways to align business objectives and manage risk related to their provider financial arrangements. FTI Consulting is uniquely positioned to partner with you to assess, design, and monitor this critically important process.



Physician Enterprise Diagnostic Assessment

Designed to allow healthcare organizations to review compensation for their entire physician enterprise to identify outliers and potential regulatory risk in an efficient manner. This diagnostic assessment provides an analysis of total cash compensation, productivity and collections at the physician and specialty levels, comparing their key metrics and overall performance to relevant market benchmarks.

The report outlines the compensation risk profile by specialty and identifies individual providers that require a “deep dive” analysis.

Components

- Overall provider compensation risk profile
- “By Specialty” and “By Provider” Results
- Identification of Outliers for additional review



Policies & Procedures

In order to balance regulatory compliance risk with business and operational objectives, healthcare organizations are looking for ways to effectively manage the risk associated with their provider contracting process without sending every arrangement to an external party for review.

A comprehensive compensation policies and procedures plan outlines the process for managing the risk of provider compensation arrangements.

Components

- Definitions
- Approved Benchmarks and Resources
- Approval Process
- Standard Workflows





Compensation Plan FMV & CR Opinions

When organizations have consistent compensation plans across the physician enterprise, a compensation plan fair market value and commercial reasonableness opinion (Plan FMV & CR) is an efficient and effective way to ensure compliance with regulatory requirements. The Plan FMV & CR addresses each component of compensation at the specialty level.

Additionally, testing the Plan across a continuum of production can provide confidence that compensation won't exceed fair market value at varying levels of provider production.

Components

- By Specialty” Opinions
- Assesses Each Component of Compensation
- Assesses Compensation Across a Continuum of Productivity



Physician Services FMV & CR Opinions

This “deep dive” analysis evaluates provider compensation, at the group or individual level, for regulatory risk related to Stark Law and the Anti-Kickback Statute. Our assessments include, but are not limited to, the review of new or existing arrangements, physician recruitment, changes in compensation, analyses for self-disclosures and litigation support.

Similar to Plan FMV & CR opinions, the physician services FMV & CR opinion addresses all of the services provided and each component of compensation.

Components

- Detailed Assessment of Individual Provider Compensation
- Assess Each Component of Compensation
- Retrospective and/or Prospective In Nature



Highly Productive Physician Reviews

Understanding a physician's level of productivity is essential to manage the risk associated with highly performing physicians. This in-depth review assesses components that are common in government investigations including E&M distribution, patient workload analysis, impossible day calculations, and compensation and production trends.

Additionally, if necessary, our experts perform medical record reviews, coding audits and error rate analyses.

Components

- In-depth analyses of key physician performance metrics
- Identification of risk areas
- Documented support for production levels



PHYSICIAN ENTERPRISE DIAGNOSTIC ASSESSMENT

New in 2025, FTI Consulting is introducing the Physician Enterprise Diagnostic Assessment, a cost-effective tool to supplement compliance programs.



Periodic Review



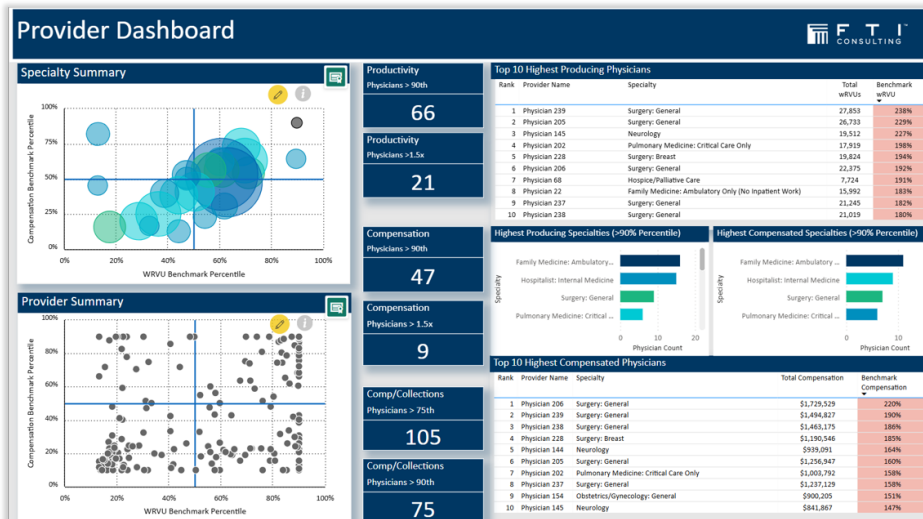
Manage Risk



Identify Outliers



Cost-Effective



— Designed as a standalone analysis to **strengthen and support** internal policies and procedures.

— Perform annual/quarterly reviews for **all physicians** within a specialty or health system.

— Efficiently **identify outliers** and areas for potential **regulatory risk**.

— Evaluate results on a “**Per Specialty**” and “**Per Physician**” basis.

Physician Detail - Based on 2024 Data

Provider Name	Provider Type	FTTE	Specialty	Total Compensation	Benchmark Compensation	Total wRVUs	Benchmark wRVU	Comp per wRVU	Benchmark Comp per wRVU	Comp to Collections	Benchmark Comp to Collections
Physician 21	Physician	1.00	Family Medicine: Ambulatory Only (No Inpatient Work)	\$455,062	102%	14,611	167%	\$31.15	18%	44%	0.18
Physician 148	Physician	1.00	Neurology	\$579,203	101%	9,636	112%	\$60.11	29%	139%	0.73
Physician 84	Physician	1.00	Hospitalist: Internal Medicine	\$457,463	101%	5,669	74%	\$80.69	55%	182%	0.72
Physician 12	Physician	1.00	Family Medicine: Ambulatory Only (No Inpatient Work)	\$448,908	100%	9,939	114%	\$45.17	31%	61%	0.27
Physician 174	Physician	1.00	Pediatrics: General	\$398,842	90%	8,599	101%	\$46.38	41%	51%	0.54
Physician 251	Physician	1.00	Surgery: Neurological	\$1,394,698	89%	21,760	122%	\$73.29	23%	107%	0.37
Physician 176	Physician	1.00	Pediatrics: General	\$394,694	89%	7,362	84%	\$53.59	52%	55%	0.62
Physician 92	Physician	1.00	Hospitalist: Internal Medicine	\$445,896	88%	7,936	113%	\$56.19	23%	129%	0.39
Physician 11	Physician	1.00	Family Medicine: Ambulatory Only (No Inpatient Work)	\$439,076	88%	10,820	124%	\$40.58	23%	53%	0.22
Physician 110	Physician	1.00	Hospitalist: Internal Medicine	\$443,072	88%	6,417	83%	\$69.04	39%	158%	0.59
Physician 221	Physician	1.00	Radiology: Neurological	\$820,492	88%	6,514	17%	\$125.96	130%	257%	2.32
Physician 9	Physician	1.00	Family Medicine: Ambulatory Only (No Inpatient Work)	\$431,361	87%	7,982	82%	\$54.04	63%	51%	0.21
Physician 51	Physician	1.00	Family Medicine: Ambulatory Only (No Inpatient Work)	\$427,237	87%	11,236	128%	\$38.02	22%	52%	0.22
Physician 52	Physician	1.00	Family Medicine: Ambulatory Only (No Inpatient Work)	\$425,172	86%	2,098	10%	\$202.66	312%	36978%	381.41
Physician 138	Physician	1.00	Internal Medicine: General	\$438,111	86%	5,407	41%	\$81.03	84%	177%	1.66
Physician 244	Physician	1.00	Surgery: General	\$734,471	85%	12,896	110%	\$56.95	24%	78%	0.38
Physician 243	Physician	1.00	Surgery: General	\$733,795	85%	13,646	117%	\$53.77	22%	92%	0.45
Physician 250	Physician	1.00	Surgery: Neurological	\$1,489,400	85%	20,522	155%	\$72.58	23%	111%	0.40
Physician 27	Physician	1.00	Family Medicine: Ambulatory Only (No Inpatient Work)	\$417,137	85%	8,606	89%	\$48.47	43%	50%	0.23
Physician 14	Physician	1.00	Family Medicine: Ambulatory Only (No Inpatient Work)	\$415,333	85%	10,309	118%	\$40.29	23%	58%	0.24
Physician 152	Physician	1.00	Obstetrics/Gynecology: General	\$545,307	83%	14,127	121%	\$38.60	20%	63%	0.56
Physician 194	Physician	1.00	Psychiatry: General	\$411,503	82%	2,306	22%	\$177.09	109%	459%	1.56
Physician 147	Physician	1.00	Neurology	\$498,351	82%	9,414	110%	\$52.84	29%	90%	0.49
Physician 29	Physician	1.00	Family Medicine: Ambulatory Only (No Inpatient Work)	\$395,213	81%	7,329	76%	\$53.82	62%	63%	0.32
Physician 220	Physician	1.00	Radiology: Neurological	\$750,915	81%	3,942	10%	\$190.47	196%	383%	3.46

EMMA MILLER

Managing Director

+1 303.689.8800

emma.miller@fticonsulting.com

GAURAV GUPTA

Senior Director

+1 440.424.0828

gaurav.gupta@fticonsulting.com

The views expressed herein are those of the author(s) and not necessarily the views of FTI Consulting, Inc., its management, its subsidiaries, its affiliates, or its other professionals. FTI Consulting, Inc., including its subsidiaries and affiliates, is a consulting firm and is not a certified public accounting firm or a law firm.

FTI Consulting is an independent global business advisory firm dedicated to helping organizations manage change, mitigate risk and resolve disputes: financial, legal, operational, political & regulatory, reputational and transactional. FTI Consulting professionals, located in all major business centers throughout the world, work closely with clients to anticipate, illuminate and overcome complex business challenges and opportunities. ©2025 FTI Consulting, Inc. All rights reserved. fticonsulting.com

04102025 | VN04106-v02