

Create Small Business Mentality

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Description

Create a small business mentality amongst the ED physicians

Benefits

- Creates physician ownership and accountability for the solutions to ED staffing and management challenges
- Creates a group mentality – feeling of belonging to something “good”
- Spreads the staffing challenge risk amongst multiple people
- Provides a creative long-term vision for the physicians – a concept that has proven to be useful in successful hospitals
- Potential for “growing the business” rests with the physicians

Challenges

- Physicians own the risk – may be daunting at first
- Takes time to achieve results
- Potential for remuneration risk, if the organization shrinks

Recommendation

- Incorporate ED physicians as a small business
- Create a shareholders agreement amongst the participants
- Develop individual one year professional service contracts with each physician
- Evaluate the business annually