

CAMPBELL COUNTY HEALTH

ADMINISTRATIVE POLICY AND PROCEDURE

SUBJECT: MEDICAL STAFF RECRUITMENT REFERRAL INCENTIVE
(MD/DO/NP/PA)

PURPOSE:

The purpose of the Medical Staff Recruitment Referral Incentive is to provide an incentive for successful recruitment of quality medical staff to CCH. CCH believes partnering with the community, hospital staff and current Medical Staff in this effort will enhance recruitment efforts and build a strong Medical Staff.

POLICY:

CCH will provide an incentive to Campbell County citizens and/or Active and Courtesy Medical Staff members who provide successful referrals to the Physician Recruitment Department. A successful referral occurs when the candidate is actively practicing in Campbell County and is an Active or Courtesy Member of the Medical Staff.

The following are the guidelines which direct the Referral Incentive:

1. The physician candidate referral must be for a position identified as Moderate Need or above, per the Physician Recruitment Guidelines Policy. The physician assistant or nurse practitioner candidate referral must be for a position identified as a current need from the CEO.
2. The candidate's name will be given to the Physician Recruiter for clearance to ensure no other party has provided the candidate's name. If two or more parties simultaneously refer a physician, the incentive will be split equally amongst the referring parties. A written confirmation will be sent to the referring party from the CEO verifying the candidate has not been previously referred.
3. The referring individual must either be a citizen of Campbell County or hold Active or Courtesy privileges at CCH.
4. The referred physician must accept and successfully complete the application and credentialing process within 6 months from offer date in order for CCH to distribute incentive monies.
5. Referral Incentive excludes members of CCH's Board of Trustees and members of CCH's Leadership Council and Administrative personnel.

When a referred physician candidate is recruited, the total amount given the referring individual is five thousand dollars (\$5000). The incentive will be given in two payments. The first payment of twenty five hundred dollars (\$2500) is due the referring individual when the candidate is practicing in Campbell County. The second half of the incentive payment will be given to the referring party after the completion of one year of practice in Campbell County.

When a referred physician assistant or nurse practitioner candidate is recruited, the total amount given the referring individual is two thousand five hundred dollars (\$2500). The incentive will be given in two payments. The first payment of one thousand two hundred fifty dollars (\$1250) is due the referring individual when the candidate is practicing in Campbell County. The second

half of the incentive payment will be given to the referring party after the completion of one year of practice in Campbell County.

Incentive payments will be requested through the Physician Recruitment Department. All amounts dispersed to the referring individual are taxable for federal income tax purposes.

Initiated:	Physician Recruitment and Retention Committee, 06/30/11
Reviewed:	Physician Recruitment and Retention Committee, 08/07/18
Reviewed:	Leadership Council, 08/14/18
Approved:	Board of Trustees, 08/23/18