

CHAOS THEORY

HOW TO MANAGE & CONTROL YOUR LOCUMS,
CONTINGENT & RETAINED ENVIRONMENTS

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▼ Default

5 activities

-  What words come to mind when you think about Locums (It's an anonymous poll so really go for it)? No responses
-  What do the words Locum Tenen mean in latin? No responses
-  What is the national governing body for Locums Agencies called? No responses
-  What is the governing body for contingent & retained agencies called? No responses
-  What can you negotiate in a locums agreement? No responses

WHAT IS LOCUMS LIKE IN REAL LIFE

- It is f*#@ing hard work
- You end up working for the Locums company
- You take an average of 15 phone calls and see an average of 20 emails a day from Locums companies
- Have to hear “We have a provider looking in your area” all day
- Have to hear “This provider is looking at multiple options so act quickly” over & over
- You hear from the C-suite that a company called and has the solution to our problems so please call them back ASAP



WE DON'T WORK FOR THEM THEY WORK FOR US

Locums, Contingent, Retained

In the **contingency model**, the firm is paid only after the company or client has hired a candidate that the recruiter presented. According to the recruiter fee **agreement**, their fee is “**contingent**” upon the company hiring their candidate.

The key elements of contingent negotiation are clearing existing candidates, defining what a presentation is and is not, defining your recruitment process, establishing clear lines of communication, establishing a replacement clause, and establishing yourself as the one in control.

Locums, Contingent, Retained

Retained Search can be a higher-end service in the range of recruitment models, and with that comes dedicated time and attention. Clients who are looking to fill **senior-level roles** generally use this model. In the retained search model, depending on the search firm you choose, the fee for a placement is usually fixed.

The payments are traditionally made in three parts: One as a retainer to initiate the search, one at a timed or milestone date during the search, and one upon the placement of the candidate. Firms generally provide a guarantee to replace a candidate should a candidate leave before a specified time or milestone. They can also offer onboarding and coaching programs to ensure that the transition of the hire into his or her new role goes smoothly.

The key elements of retained negotiation are clearing existing candidates, defining what a presentation is and is not, defining your recruitment process, establishing clear lines of communication, establishing what you will and will not pay for, negotiating both a replacement clause and roll-over clause, and establishing yourself as the one in control.

Locums, Contingent, Retained

30.2.11 -Payment Under Fee-For-Time Compensation Arrangements (formerly referred to as Locum Tenens Arrangements) -Claims Submitted to A/B MACs Part B

(Rev. 3774, 05-12-17, Effective:06-13-17, Implementation: 06-13-17)

A. Background

- It is a longstanding practice for a physician to retain a substitute physician to take over his/her professional practice when the physician is absent for reasons such as illness, pregnancy, vacation, or continuing medical education, and for such physician (the regular physician) to bill and receive payment for the substitute physician's services as though he/she performed them. The substitute physician often has no practice of his/her own and may move from area to area as needed. The regular physician generally pays the substitute physician on a per diem or other fee-for-time compensation basis with the substitute physician having the status of an independent contractor, rather than of an employee, of the regular physician.

B. General requirements applicable to all Fee-For-Time Compensation Arrangements

- A patient's regular physician or physical therapist may submit the claim, and (if assignment is accepted) receive the Part B payment, for covered visit services of a substitute physician or physical therapist, if:
- **The substitute physician or physical therapist does not provide the services to Medicare patients over a continuous period of longer than 60 days** subject to the following exception: A physician or physical therapist called to active duty in the Armed Forces may bill for services furnished under a fee-for-time compensation arrangement for longer than the 60-day limit; and
- The regular physician or physical therapist indicates that the services were provided by a substitute physician or physical therapist under a fee-for-time compensation arrangement meeting the requirements of this section by entering HCPCS code modifier Q6 (service furnished under a fee-for-time compensation arrangement by a substitute physician or by a substitute physical therapist furnishing outpatient physical therapy services in a health professional shortage area, a medically underserved area, or a rural area) after the procedure code.

Locums Cycle

