

Aligned Clinical Compensation

At our core, SCP Health is a clinical company. The healing power of our clinical leaders, supported by our operational experts, is the lifeblood of our organization. We are committed to recruiting, supporting, and retaining the top clinicians in the industry to best serve our clients and our patients.

Our industry continues to undergo seismic shifts requiring us to continually refine our operating model. Central to that model is our clinical compensation philosophy. Our philosophy is to maximize compensation for our clinicians in balance with paying for performance and productivity, while optimizing the financial health of our clients.

Our approach is centered on the pillars of competitiveness, compliance, transparency, and productivity – all underscored by alignment across goals and outcomes. Given the current health care challenges, especially among our clients, this alignment has never been more critical.

Part of fairly compensating our physicians, nurse practitioners, and physician assistants, is utilizing operational strategies to create a balanced environment. Staffing consistently with optimal coverage has a direct impact on clinical compensation. To that end, we work to leverage virtual

and in-person providers, create flexible shift plans, and use artificial intelligence to more accurately predict needed coverage.

Optimized staffing allows for more productivity, while fostering quality and avoiding burnout. Thus, our clinical compensation model aims to incentivize and reward the efficient delivery of high-quality care. Many physicians have an element of variable pay linked to a balance of clinical quality and productivity, meaning those who deliver the highest-quality and most-efficient care are rewarded.

Similarly, SCP Health medical directors have compensation elements directly linking them to our clients' success. Specifically, director stipends are tied to meeting and exceeding quality and productivity goals. Just like for the physicians, the better a medical director and their team perform, the better their reward.

Alignment in clinical compensation creates an environment where our patients receive the highest quality of care, our clinicians heal more patients and are rewarded for efficiency, and our clients meet financial and operational goals. When patients, clients, and clinicians win, so does SCP Health. **That is the power of alignment.**

CLINICAL COMPENSATION PILLARS

Competitiveness / Compliance / Transparency / Productivity



“There are increasing pressures to maximize value across healthcare, and particularly in acute care services. Hospital Medicine as a specialty has already added significant value to the healthcare system, but we must continue to reassess and reinvent our approach and care models to meet the evolving needs of our patients and our hospitals. At SCP Health, we know the hospitalist focus must simultaneously target optimizing economic efficiencies as well as improving patients' access to quality care.”

Rodolphe Taby, MD, Executive Vice President,
Chief Medical Officer – Hospital Medicine