



Compensation Enhancement Checklist

SCENARIO

PROPOSED ACTION ITEMS



Are you taking call and not getting paid?

If taking call is not a funded element in your salary, start keeping track of your call furnished over a period of time, then advocate for call to be aggregated into your clinical FTE and adjust clinical FTE accordingly.



Do you have protected time that has pushed down your clinical FTE but are still working a full clinical workload?

Negotiation conversations should center around either:

- Reducing clinical load or efforts to match the recognized, declined clinical FTE.
- Having protected time be recognized as incremental to your FTE and not automatically considered part of your job (i.e., 1.0 clinical FTE + .1 administrative FTE).



Do you have unfunded administrative responsibilities?

- Review if your responsibilities fall under a commonly funded administrative title. If you possess the required skills and expertise and work the required level of effort or hours to perform the responsibilities of a commonly funded role, start documenting your responsibilities and hours.
- Bringing clearly defined duties and supporting market data will enhance your ability to obtain additional monetary compensation, protected time, or both.



Do you participate in multispecialty clinics that suppress your ability to generate WRVUs?

- Low-WRVU-generating ambulatory activities should be recognized through a stipend per clinic attended OR a revised compensation rate per WRVU.
- If you work in a clinic that is not aligned with traditional ID benchmarks, identify a time to advocate for a non-ID benchmark compensation rate per WRVU.



Do you frequently provide curbside consults?

- While a medicine-culture nuance, providing curbside consults are an invaluable service for the hospitals or health system and have minimal to nonexistent incentivization.
- ID physicians providing curbside consults via telemedicine or in person should negotiate for compensation that incentivizes availability, either in the form of a shift rate or a fixed stipend, based on the number of expected hours of availability.