



**Physician Incentive Plan Checklist**

*Please use this checklist as a guide prior to approving any physician incentive plans for University of Miami, Miller School of Medicine clinical departments. All items must be checked off and met prior to implementation of a departmental plan.*

<b>Physician:</b>	
<b>Department:</b>	

- The physician is a United States licensed physician and in good standing with all medical boards.
- Per the OIG database, the physician is not excluded from participating in federally funded healthcare programs.
- The contract is intended to obtain or provide an item or service that is reasonable and necessary for a legitimate business purpose.
- Compensation does not exceed fair market value.
- Fair market value is on file or requested.
- Contract is in writing.
- Contract has a description of services.
- Term is at least one year.
- The total compensation to be paid is outlined in advance.
- Compensation is not determined in a manner that will take into account the volume or value of any referrals or other generated business.
- Incentive structure and calculations are well outlined, including wRVUs.
- Incentives and corresponding payments shall exclude any activities that fall under the normal scope of the physician’s job duties.
- The aggregate contracted services do not exceed those that are reasonable and necessary for the business purposes of the arrangement.

<b>Checklist Completed By:</b>		<b>Vice Chair of Administration Review By:</b>	
<b>Printed Name:</b>		<b>Printed Name:</b>	
<b>Signature:</b>		<b>Signature:</b>	
<b>Title:</b>		<b>Title:</b>	
<b>Date:</b>		<b>Date:</b>	