

Hospice Physician Contracting Checklist

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- 1. Are the medical director's and hospice physicians' contracts in writing?
- 2. Does the physician have clearly delineated duties?
- » Administrative
- » Clinical
- 3. Does state law permit the hospice to employ the physician?
- 4. Does the contract set forth an hourly rate based on fair market value, or has an hourly commitment been estimated when establishing the salary?
- 5. Are there record-keeping requirements regarding duties performed and hours worked?
- 6. Does the agreement contain questionable incentives?
- 7. Does the physician refer patients to the hospice? If so, have antikickback prohibitions been reviewed?
- » Does the contract fall within the safe harbor?
- 8. Can the hospice terminate the agreement without cause?
- 9. What are termination provisions "for cause?"
- 10. Has the hospice evaluated the appropriateness of its employed physicians' Medicare and Medicaid billings?

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