CLINICIAN NEXUS | Provider Performance Management Technology™

Compensation and Performance Management

PPMT™ is a scalable, configurable, cloud-based technology solution that:

- Delivers transparent, performance-based compensation administration, reporting, and analytical capabilities
- Provides physicians, advanced practice providers (APPs), and executive and operational leaders insights into performance drivers

Accurate tracking and reporting of clinical pay and performance builds trust and increases engagement with physicians and APPs. It enables leadership to establish and deliver upon organizational objectives that drive meaningful performance improvement. Designed to address a spectrum of physician, leadership and other key stakeholder needs, PPMT™ combines years of health care compensation insight and expertise with an **intuitive, automated technology platform** to help drive physician and APP performance and support the transition from volume to value-based care.

Learn how **PPMT™** can help improve the efficiency, accuracy and efficacy of your compensation and performance management programs.

Overview

Understanding current performance and its impact on current and projected compensation is critical. PPMT™'s **Compensation and Performance Management** provides comprehensive visibility into performance and productivity metrics for individuals and collective groups, while automating compensation calculations to ensure that contractual obligations are met. It provides leadership, physicians and APPs with ongoing insights into how performance affects compensation. By consolidating information from numerous disparate systems and providing a single source of accurate performance and pay data, PPMT™ reduces administrative time and effort and increases provider trust, engagement, and retention.
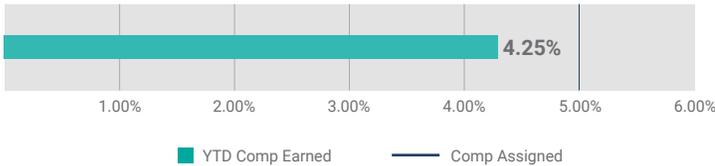
Key Features and Benefits

- → **Tracks, aggregates and compares performance** to organizationally defined targets by location, division, specialty or organization

- → **Calculates** earned and projected annualized compensation

- → **Manages** a wide variety of compensation components

- → **Integrates compensation earned** from all sources to create a single source of truth for physician and APP pay

- → **Easily manages and streamlines annual compensation draws** and payroll adjustments through a centralized, automated, secure and auditable source

- → **Generates accurate and on-time payments** through automated compensation calculations

- → **Improves visibility into performance by metric** at multiple levels in the organization with individual and aggregated results

- → **Provides ongoing insights** into how performance affects compensation; opportunity to change performance with direct impact to compensation

- → **Helps measure and improve physician performance** through actionable insights

- → **Creates a single source for compensation and performance information** that automatically calculates performance metrics

- → **Manages** one-off payments effectively

Total Compensation by Plan Components

■	Base Salary	10%
■	Productivity	78%
■	Value Based Comp	8%
■	APP Supervision	3%
■	Admin	1%

YTD Total Incentive Compensation

4.25%

1.00% 2.00% 3.00% 4.00% 5.00% 6.00%

■ YTD Comp Earned — Comp Assigned

> " *We required a more comprehensive system with the ability to flex and scale with us as we add or change value-based incentives, modify compensation plans and analyze the impact of Evaluation and Management CPT code changes. PPMT™ will now enable us to* **automatically deliver extensive supporting documentation** *with* **drill-down capabilities to the patient-level for our clinicians** *to access any time they want. Providing this* **visibility and transparency is critical** *as we navigate an increasingly complex and rapidly changing healthcare environment."*

Design Studio

Our Design Studio team of experts work with clients to understand their unique challenges and needs. This enables us to recommend **tailored, right-fit programs for our clients** that maximize existing resources while addressing critical compensation or performance management needs.

CLINICIAN NEXUS

Clinician Nexus enables health care organizations to build thriving clinician teams with industry-leading technology products, workforce analytics and workflow solutions. Backed by extensive technical expertise and datasets, we deliver innovative approaches to help clients to plan, educate, and engage their clinical workforce at every stage of the lifecycle.

COMPENSATION AND PERFORMANCE MANAGEMENT

Value by Stakeholder

Administration

- Reduces, identifies, and reconciles errors
- Automates tools and processes
- Consolidates data from many disparate systems to create a single source of truth
- Increases efficiency and accuracy
- Creates transparency and alignment across departments

Physicians and APPs

- Calculates accurate and trustworthy pay
- Delivers actionable ways to improve performance, leading to increased provider engagement
- Provides visibility into peer performance
- Offers timely access to individual performance and pay data

Leadership

- Allocates compensation fairly across teams
- Provides transparent insights into shift and location productivity
- Reduces risk through automation and consistency
- Delivers reliable insights into current organizational performance (by location, specialty, group, etc.) vs. defined targets

Questions? Contact us!

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