

Questions for Physicians to Consider When Interviewing

General

- What kind of practice is it?
- Does it have academic affiliations of any kind?
- What is the history of the group?
- What is the philosophy of the group?
- What is the medical character of the practice?
- What are the short and long-range goals of the group?

Physicians

- What are the backgrounds and interests of the physicians I'll be working with?
- Is the group cohesive? Are their practice styles similar to mine? What's their malpractice history? Is the philosophy compatible with my workload and responsibilities?
- Do physicians in the area refer patients to the group?
- Is there a genuine need for another physician in my specialty?
- Are other physicians in the practice still accepting new patients?
- What's the average waiting time for a new patient appointment?
- Are there specialists in the area to take my referrals? (Or, if you are a specialist, ask if there are enough primary care doctors to keep you busy.)
- What are the future plans regarding additional physicians?

Education

- What seminars or journal clubs are conducted in the group?
- Does the group encourage attendance at annual specialty conferences?
- Does the group encourage CME, teaching, hospital staff, and medical society activities?
- How difficult will it be to get a license in this state? Are there any special requirements?
- Is there a medical school nearby? If not, where would I find CME and a good medical library?

Community

- Are members of the group active in the community?
- Will you be permitted to be active in the community? Politics? Moonlighting?
- What role, if any, do the physicians' spouses play in the conduct of the group?

Billing

- Does the practice use an automated or manual system for scheduling, billing and /or insurance filing?
- How are outstanding debts collected?
- What system is used for filing charts?
- What is the group's payor mix?
- How is day-to-day management of the practice accomplished?

HCA

Hospital Corporation of America™

www.PracticeWithUs.com

Personal Issues

- How is scheduling determined? Is it reasonable?
- How much charity work is expected?
- How many nights and weekends would you be on call? Are all the cross-covering physicians compatible?
- What are the fringe benefits, including insurance (health, life, disability, and malpractice), CME, and vacation time?
- What are the hours?
- What are the daily responsibilities of your position?
- What other duties will you have (administrative, managerial)?

Patient Information

- How is informed consent handled? What are the moral and ethical views of the group concerning informed consent?
- What type of patient education is conducted? Is it taken seriously by the group?
- What percentage of patients have indemnity insurance, belong to HMOs or PPOs, are on Medicare or Medicaid, or are indigent?

Money Concerns

- What is the compensation plan?
- How often are increases made?
- Are you an employee or on partnership track?
- What expenses are you responsible for, and what is covered by the group/hospital?
- What is the malpractice insurance and who pays the premiums?

The Office Location

- Describe the office location.
- How many are there?
- Are the location(s) convenient for both doctors and patients?
- Would I work out of more than one office?

Housing and Family

- Take the time to research the area where you are applying for a job. Consider the following:
- What are the percentages or rates of state and local sales and income taxes?"
- Are there sufficient cultural and recreational opportunities such as museums, symphony, opera, and theater?
- Are there major league or college sports?
- What is the average cost of housing?
- Are there good public schools? Are private schools available? What about colleges and universities?
- What kinds of health care services are available?
- Do the local spiritual organizations fit my needs?

HCA

Hospital Corporation of America™

www.PracticeWithUs.com