

## **RHC Staff Physician – Primary Care**

### Description:

The Rural Health Clinic - Primary Care service line serves a broad spectrum of primary care patients, from pediatric through end-of-life/palliative care. Patients are **mostly adult** (18+ yrs), as most of the pediatric age population is served by the Pediatricians. Candidates should be familiar with and have experience in most common primary care problems (HTN, DM, high cholesterol), but also comfort with initiating therapies from several specialties (ex: hypo/hyperthyroidism – Endocrinology, rheumatoid arthritis – Rheumatology, anticoagulation/CAD/CVD med management – Cardiology, incontinence/ED – Urology, basic lesion removal/cryotherapy – Dermatology, comanaging chemotherapy – Oncology, etc.). Experience with procedural skills is valued (ex: joint injections/aspirations, excisional skin biopsies, Nexplanon, IUD, EMB, etc.). Home visits and SNF patient oversight may be required as necessary. DMV/DOT certification a plus. Workman's Comp primary treating physician status may be necessary.

Physician providers are **paired with an advanced practice provider (APP)** to form a team consistent with the patient-centered medical home (PCMH) model. This team shares a common panel of patients, cross-covering when one team member is out of the office. The team is generally scheduled on the same days of work per week to facilitate communication. Other teams cross-cover panel patients during the other half of the week (see below).

### Hours:

Since the clinic is open M-Sa (6 days a week), the optimal schedule for the provider is **3 shifts of 10 hours for 3 days a week**. 1 hour of administrative time (chart work, call backs, form completion) is allowed for every 4 hours of direct patient care. Therefore, a 10 hour work day has **8 hours of direct patient care time** (4 in AM and 4 in PM) with 2 hours of allowed admin time.

### Salary/Benefits:

This is a **fully benefitted** position with a salary that is commensurate with the local industry standard for number of hours worked per year (~~specified by HR~~). Since CA hospitals cannot employ physicians, the District has contracted with an independent practice association/third party (RCT Inc) to provide salary and benefits as a W-2 employee. These include: **Medical/Dental/Vision, 401k** (matched to max of 4% by the District annually), **long-term disability, Workman's Compensation coverage, CME allowance** (currently \$3000K/year) and **6 weeks of PTO** per year.

### On-Call Responsibilities:

The RHC is open from 0800 through 1900, Monday through Saturday. From 1900 to the next business day and all day Sunday, each physician provider in **on-call for after-hours issues**. A two filter system of incoming calls to the clinic is utilized to decrease unnecessary calls – ComCepts (front desk, logistic questions) and TriageLogic (RN level decision-making). The rotation is **weekly** amongst the physician providers, **currently once every 4-5 weeks**. **There is no inpatient call responsibilities** (District employs a hospitalist service).

### Citizenship at the District:

Providers are required to participate in activities and committees as required by the bylaws of the medical staff of NIH; participate in the Quality Assessment and Performance Improvement activities of the RHC; participate in meeting the requirements for governmental quality metrics programs and the development of the patient-centered medical home model; clearly document and code patient visits/procedures for billing purposes in a timely fashion in the electronic medical record.