AMA Organized Medical Staff Section
2024 Annual Meeting

Welcome
Navigating Physician Employment: Empowering Medical Staff in a Hospital-Led Environment

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Learning Objectives

• Review medical staff self-governance principles, policy and law
• Describe examples of and potential for conflicts, including conflicts of interest, between employed and independent medical staff members
• Address situations threatening medical staff self-governance in all-employee medical staffs
• Present solutions to protect medical staff-self-governance without sacrificing physician livelihoods
Medical Staff Self Governance Is

(a) initiation, development and adoption of medical staff bylaws, rules & regulations
(b) approval or disapproval of amendments to the medical staff bylaws, rules & regulations
(c) selection and removal of medical staff officers
(d) establishment and enforcement of criteria and standards for medical staff membership
(e) establishment and maintenance of patient care standards
(f) accessibility to and use of independent legal counsel
(g) credentialing and delineation of clinical privileges
(h) medical staff control of its funds
(i) successor-in-interest rights

AMA Policy H-235.980
Medical Staff Self Governance Is Called For Under

(a) Joint Commission Standards
(b) Federal Medicare Conditions of Participation
(c) Certain state laws & regulations
MEDICAL STAFF SELF-GOVERNANCE IS REQUIRED NOTWITHSTANDING HOSPITAL EMPLOYMENT
Does Hospital Employment Tip The Balance?

Physician Priorities
- Duty to Patients
- Professionalism
- Conflict of Interest Addressed
- Duty to Medical Staff Organization
- Duty to Colleagues

Hospital Power
- Hire & Fire
- Duty of Loyalty
- Pay-or Not
- Control Contracts
- Non-competes- NOT Non-Profits
- References for Future Employment/Membership
- Impose Disciplinary Action
- Report to State Licensing
- Report to Data Bank
Can hospital physician employment work for the hospital medical staff?
GET HELP HERE

- AMA PRINCIPLES FOR STRENGTHENING THE PHYSICIAN-HOSPITAL RELATIONSHIP
- AMA PHYSICIANS GUIDE TO MEDICAL STAFF ORGANIZATION BYLAWS
- AMA PHYSICIANS GUIDE TO HOSPITAL EMPLOYMENT CONTRACTS
- AMA OMSS