

PROVIDER RECRUITMENT PROGRAM CRITERIA FOR SUPPORT



Provider Recruitment Program (PRP) Criteria for Support

- Signed application and MOU on file.
- The facility location must be contracted and open to Partnership HealthPlan of California (PHC) auto assignment of members.
- PRP incentives must be requested/approved before a formal offer is made to a provider candidate.
- Provider candidates must be applying for a position where they'll be providing direct primary care.
- The physician candidate must have completed at least two years of residency training in a primary care residency (family medicine, internal medicine, or pediatrics). Does not apply to PA, NP candidates.
- The provider candidate must possess an unrestricted license to practice in the state of California.
- Currently practicing providers must be recruited from outside the PHC 14 county service area <http://www.partnershiphp.org/About/Pages/default.aspx> (this applies to those that are not currently seeing PHC's members as their patients, i.e. VA Clinic) to be eligible for program incentives. New providers completing a training or residency program may qualify for program incentives.
- Part-time providers are eligible for a pro-rated signing bonus based on the % of FTE the provider will be practicing.
- A provider candidate may be eligible for a PRP signing bonus if they move from a part-time role (e.g. .2-.3 FTE) to a full-time primary care role at the same facility.
- Facilities may request PRP incentives to hire a temporary provider permanently as long as the provider candidate has a permanent home address outside PHC's service area.
- Exceptions to these rules are approved by PHC on a case-by-case basis. Examples for candidates that may be eligible for PRP benefits include:
 - If the candidate is an active duty provider in the military and has plans to leave service and practice as a civilian.
 - A practicing provider "recruited" to move within a parent organization from outside PHC's service area across county lines to a facility within PHC's service area.
 - Administrative provider positions including CMO's, medical directors, or associate medical directors will be approved on a case-by-case basis for incentives, sometimes at a pro-rated basis depending on the level of support or if the candidate will be providing direct patient care.
- The PRP incentives are **NOT** intended for recruiting specialty, dental, behavioral health, or SUD providers.
- Acceptance into the PRP does not guarantee recruitment support.

Questions

Please contact the Provider Recruitment Team with any questions, concerns, or requests about the PRP. We are eager to assist and very happy to be working with our partners to bring talented providers to our communities.

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