

A majority of group practices of 10 or more physicians (68 percent) said they would seek advice from an outside party to transform their operations financially and clinically before the second quarter of 2019.¹



Practice Consulting
Practice Management Services

CASE STUDY NO. 2 STAFF RECRUITMENT

Practice: *Two-physician urgent care clinic in a large metropolitan market*

- **CHALLENGE:** The practice's manager announced her resignation. No other employees had the necessary qualifications, knowledge, and experience to move into her position.
- **OUTCOME:** The physician contacted TMA Practice Consulting to help recruit a new manager. During the TMA consultant's rigorous screening and interview process, a background check revealed that a candidate had (1) a criminal history with a theft conviction and (2) been terminated from a past employer and was ineligible for rehire. Consequently, another qualified candidate was offered the position after satisfactorily passing the background and reference checks. That employee is still with the practice 10-plus years later. Spending \$150 on background checks may have saved the practice thousands of dollars and years of litigation.



**Staff turnover is
a high cost to
medical practices.**

**The Center for American
Progress estimates hiring
a qualified employee costs
businesses**

20%
**OF A POSITION'S
ANNUAL SALARY.²**

Find out how TMA practice management consultants can work for your practice.
Contact TMA Practice Consulting at (800) 523-8776, or email practice.consulting@texmed.org today!

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