



Provider Retention Initiative

Frequently Asked Questions

Partnership HealthPlan of California has made available a new Provider Retention Initiative (PRI) pilot. The PRI intends to:

- Recognize primary care clinicians who have devoted their careers to the safety net.
- Incentivize additional years of service from clinicians to help preserve institutional knowledge and clinical leadership/mentorship within our network.
- Allow emerging providers to learn from and train with these committed health professionals.

This FAQ is intended to help sites with utilizing this initiative effectively. If you have further questions, please contact the Partnership Workforce Development team at WFD@partnershiphp.org.

What constitutes whether a provider is serving in a leadership or mentorship role?

Leadership and mentorship can be defined as providing guidance and/or coaching to other providers and/or trainees in a formal or informal capacity.

Partnership's goal is to recognize clinicians who are imparting expertise within their organization on an ongoing basis to improve or preserve institutional knowledge.

The program aims to recognize and retain long-practicing providers in our network and is also intended to encourage a pathway to create or solidify a system of mentors within Partnership's region to support our emerging providers. Please note:

- Organizations applying must describe the candidate's role and mentorship/leadership acumen, including how their role benefits the organization and Partnership members.
- Clinicians who precept may be considered in a mentorship role and therefore qualify.
- A clinical oversight role as part of day-to-day responsibilities may not be considered mentorship or leadership.

Example of mentorship role: A clinician who is excellent at well-child visits often has new providers shadow them for a half day to learn the clinician's well-child-visit best practices

Does a provider need a leadership or mentorship title to qualify? (i.e., medical director, chief medical officer, etc.)

A provider does not need to possess a specific leadership title to qualify.

Does a provider need 15 consecutive years of practice to qualify, or can years of service be nonconsecutive?

A practicing provider does not need 15 years of practice in consecutive years to be considered for this award as long as they have 15 years of practice with the applying organization. At this time, priority will be provided for providers who have been practicing for 15 years or more at an organization. Please note:

- Suppose a provider has less than 15 or more years of service with an organization. In that case, Partnership may consider applications for providers who have been providing care to Partnership members for 15 years or more.

Does a certain amount of a provider's full-time percentage need to be considered to qualify for this opportunity?

A provider must practice at least 75% of full-time equivalent and remain at that FTE % in order to qualify. This helps ensure that the provider retained with grant funds can significantly impact the organization and Partnership members. Please note:

- Per-diem providers would not be eligible for program incentives

Will the bonus payments be disbursed similar to how they are with Partnership's Provider Recruitment Program (PRP)?

PRI payments are expected to follow a process workflow similar to PRP grant payments. Approved grant funds will be made from Partnership to the granted organization and then to the practicing provider.

Do applying organizations need to provide proof of payment to the candidate or proof of three-year service commitment in a leadership/mentorship capacity?

Yes. To finalize an application, an organization must provide proof in the form of a duly signed letter that a payment schedule has been agreed to between the clinician and the applying organization. The letter should also affirm the clinician's commitment to three additional years of service. This documentation helps Partnership ensure that grant funds are reaching the clinician and that the clinician has a desired commitment to practice three additional years in a leadership/mentorship capacity.

Will there be an expectation of service for the retention payments to be received?

The first bonus payment has a 12-month expectation of service. If the provider leaves before 12 months of practice, the first bonus payment must be repaid to Partnership. Additional payments would occur at 12, 24, and 36 months of training.