

Kaiser Permanente Physician Perspective

Elspeth Kinnucan, M.D.

June 2, 2018

Young Orthopaedic Surgeons and
Residents/Fellows Forum



Disclosures

- Senior physician / shareholder in The Permanente Medical Group



Permanente Medical Group Physician Owned Medical Group

- Over 7 million patients in California are Kaiser Permanente members (20-70% market share)
- Physicians at every level of leadership, including our Executive Director
- We run our (very large) practice
- We are not employed by a hospital or a non-physician CEO



Business of Medicine

- The “business” side of our practice is focused on quality, efficiency, and innovation
- Clinical autonomy – best practices & evidence based medicine
- Coding - chronic conditions, orthopaedic diagnoses, surgical procedures. No direct effect on individual income
- Sheltered from some headaches in other practices (prior authorizations, peer-to-peer reviews, hiring & firing, capital improvement costs, etc.)



Paid For Your Time

- Physician compensation is based on time spent directly caring for patients, not based on billings
- Not underpaid for complex surgical procedures (e.g. revision total joints)
- When appropriate, we may care for patients utilizing the telephone, email, and video visits
- Not exposed to non-payment if you care for an uninsured patient, complications, second assistant, etc.



Benefits – Second to None

- Retirement: pension, + 401(k), + supplemental retirement payout, & early retirement option
- Medical/dental coverage, including post-retirement health care and dental, and option for coverage for parents/parents-in-law
- No malpractice cost (occurrence, no tail if you leave)
- Paid time off (vacation, CME, board exams, sick leave, family leave, jury duty)
- Life, disability, long term care insurance
- Educational leave pay, annual funds for books, travel, courses
- All fees reimbursed: DEA, medical license, fluoro
- Computer and cell phone provided



Your Partners

- Orthopaedic Surgeons
 - Incentivized to help each other
 - Egalitarian (call burden, OR allocation, etc.)
 - Competitive hiring
 - Centers of Excellence and subspecialty care (spine, peds, oncology, replants, etc.)
- Non-orthopaedic partners
 - Benefit of having excellent partners in PM&R, radiology, infectious diseases, rheumatology, etc.
 - Vertical integration and interdepartmental agreements



Scope of Practice

- Can be narrow or broad based on the need at a particular medical center
- Will get information on this when interviewing for a particular position
- Helpful to know your desired scope of practice when interviewing for positions in Kaiser Permanente
- May have option of receiving regional referrals based on subspecialty and interests



Teaching and Research

- Opportunities but not obligatory
- Division of Research – support and funding
- Kaiser Permanente is affiliated with a variety of orthopaedic surgery residencies in Northern and Southern California
- Kaiser Permanente has residency programs (family medicine, pediatrics)
- Kaiser Permanente School of Medicine, Pasadena, fall 2019



In Summary

- Busy clinical practice
- Great partners
- Physician owned and led
- Teaching / research opportunities
- Total joint, spine, and sports registries, large EMR
- Competitive compensation & +++ benefits
- Integrated health care system 2nd to none
- Many advantages to the large size of our group (referrals, scope of practice, contracting for best resources)
- No start-up cost to join the Medical Group



Learn More

<https://physiciancareers.kaiserpermanente.org/>

Northern California: Kenneth Baker

Kenneth.Baker@kp.org, 510-625-6331

Southern California: Stephen Niarhos

Stephen.Niarhos@kp.org

