

Practice comparison grid



Clinic name	Example: Family Physician	Example: Specialist	_____	_____
Clinical responsibilities <ul style="list-style-type: none"> • Patient roster size • Number of patients per hour • Number of new consults • Emergency / obstetric duties, rounding on inpatients 				
Practice population <ul style="list-style-type: none"> • Community needs • Catchment and population size 				
Call responsibilities <ul style="list-style-type: none"> • Frequency and duration • Clinical duties • Trainee support • Weekend coverage • Evening coverage 				
Scheduling details <ul style="list-style-type: none"> • Duty hours (office / inpatient) • Responsibility for scheduling • Flexibility • Last-minute coverage and back-up options • Vacation / leave / parental leave 				

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<p>Funding</p> <ul style="list-style-type: none"> • Funding model (i.e., AFA, FFS, FHN, FHG, FHO, salary) • Fee schedule • Benefits (i.e., fee coverage, health and dental, pension) • Tiers (i.e., pay per seniority) • Stipends / sessional support • Educational stipend or reimbursement • Payment for non-clinical activities (i.e., meetings, indirect care, teaching) • Parking costs • Retention bonuses 				
<p>Contractual / procedural</p> <ul style="list-style-type: none"> • Length of contract • Decision-making structure: voting, executive group • Process for entering / leaving • Non-compete clauses 				
<p>Practice resources</p> <ul style="list-style-type: none"> • Overhead • Procedural equipment available • Electronic Medical Records • Radiology access • Specialist access • Journal subscriptions • Online resources (e.g., DynaMed Plus, UpToDate) • Mentorship available • Number of offices available 				

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<p>Allied health professionals and personnel</p> <ul style="list-style-type: none"> • Nurses, nurse practitioners, dietitians, social workers, physical therapists, occupational therapists, psychotherapists • Medical office assistants • Billing agent • Ratio of personnel / physician (e.g., each physician has an assistant) 				
<p>Practice milieu</p> <ul style="list-style-type: none"> • Aesthetics • Interpersonal dynamics • Practice turnover • Practice efficiency / flow 				
<p>Non-clinical responsibilities</p> <ul style="list-style-type: none"> • Rounds presentations • Department / group meetings • Research / QI expectations • Teaching expectations • Academic appointment process 				
<p>Community / Geography</p> <ul style="list-style-type: none"> • Housing cost and availability • Amenities: gym, school, groceries, libraries, pool • Partner job opportunities • Proximity to family / support networks 				
<p>Special needs</p>				