

## Department of Psychiatry/UMass Medical School

### Physician Referral Bonus Program (PRBP)

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#### Goals

- Increase the number of physician referrals
- Increase the number of physicians hired in Psychiatry as a result of physician referrals.
- Track the effectiveness of the program to determine continuation.

#### Eligibility

Any employed physician in Psychiatry is eligible for a referral bonus (up to \$3,500.00) when they refer a physician outside of UMass Memorial/UMass Medical School who becomes employed by UMass Medical School for an open psychiatrist position at Worcester Recovery Center and Hospital. If the physician's referral is invited, and participates in an interview, the referring physician receives a \$1,000 bonus. If the referral is ultimately hired, the referring physician receives *another* \$2,500 bonus.

#### Process

The process for receiving a physician referral bonus is as follows:

1. Referring physician emails the candidate's name and contact information, open position being referred to, and his/her name and contact information to Roxanne.Wellman@umassmed.edu.
2. Referring physician will receive an email confirmation that addresses the following:
  - a. Whether the position is one that is currently being recruited;
  - b. Whether candidate has previously been identified through another source (no bonus is paid for candidates who have been previously sourced through other means);
  - c. States whether or not the recruiting bonus is applicable to this candidate.
3. Candidate referral will expire one year from the date of submission.
4. If a duplicate referral is received, the bonus will be credited to the physician who made the referral first via email to the address in above No. 1.
5. The \$1,000 recruiting bonus will be paid within 45 days of the candidate's participation in an interview.
6. The additional \$2,500 recruiting bonus will be paid within 45 days of the candidate's official start date.

7. In order to receive the bonus, the referring physician must be employed with UMass Memorial/UMass Medical School and in good standing on the date the bonus is paid.
8. All bonuses paid will be considered income and taxed in accordance with IRS regulations.

## **Terms and Conditions**

- Referrals for UMass Medical School students and residents are exempt from the program.
- The referring physician cannot participate in the interview process for the person referred.
- Excluded from the bonus program are: Chairs, Chiefs and Physician Recruiters.