

# Group Purchasing of Human Resource Functions

Much has been written in the press regarding the extraordinarily large increases in health insurance costs, in malpractice insurance rates, and in the expense and complexity of regulatory compliance. In today's medical business environment, how can the private practice physician provide him/herself with optimal benefits, such as retirement and health insurance, control employee benefit costs in addition to other employee-related expenses, comply with evermore complex regulations, and still maintain a quality workforce with low turnover?

"Partnering with a Professional Employer Organization (PEO) offers the opportunity not only to reduce health insurance and other benefit costs but also to relieve a practice of the administrative burdens and challenges associated with employing its support staff," according to Dr. Tim Schramko, Chairman & CEO of NOVIDEA Healthcare, a PEO specializing in private medical and dental practices.

### How can a PEO obtain lower employee benefit costs and provide other advantages for its clients?

While the term PEO may be unfamiliar to some, the basic concept of group purchasing should be familiar to all: *obtain lower prices and/or greater expertise through the combined purchasing power of many smaller companies.* Whether for equipment, pharmaceuticals, medical supplies, or human resource services – including health insurance, retirement plans and payroll processing among others – group purchasing results in lower prices and more complete services than would readily be obtained on an individual practice basis.

### ADDITIONAL ADVANTAGES of partnering with a PEO to assist in human resource functions include:

- Relief from employee administration and numerous human resource responsibilities and documentation detail
- Relief from administration associated with the employee benefits program
- Guaranteed control of the cost of payroll processing
- Provision of a qualified retirement plan that is tailored to the practitioner's needs
- Reduction of retirement plan administration expenses
- Provision of malpractice insurance for support staff
- Provision of professional human resource services including employee handbooks, job descriptions and performance review evaluations
- Regulatory compliance (e.g., benefits, payroll, HIPAA, EEOC)

The time that the practice manager and/or physician would normally spend on the administration of payroll, benefits and other HR functions in addition to fielding employee questions and concerns about payroll and benefits can now be focused on managing the practice and seeing patients. The practice, however, still maintains total management control and supervision of its office staff.

Partnering with a Professional Employer Organization will result in improved physician benefits, reduced employee administration time, lower employee-related expenses, an increased level of human resource services, better total monetary retention for the professional, and greater satisfaction for the private practice physician and his/her staff.

Brian Schramko, MBA is President of NOVIDEA Healthcare, a PEO specializing in private medical and dental practices. For more information, contact Mr. Schramko at 877-503-1455.



## NEW INDICATION FOR KYTRIL

We are pleased to announce a new indication for Kytril (granisetron hydrochloride) Injection. Effective August 16, 2002, Roche, Inc. has alerted Oncology Associates that Kytril Injection has been approved by the FDA for use in the treatment and prevention of postoperative nausea and vomiting in patients older than two years of age. Please contact OA with any questions concerning this new indication at 888-732-7352. We thank you for supporting OA through your purchases of Kytril.

### KYTRIL INJECTION IS AVAILABLE AS FOLLOWS:

NDC #	Package Size	Strength
00004-0239-09	1 mg/mL 1 mL Single Dose Vial	1 mg/mL
00004-0240-09	1 mg/mL 4 mL Multi Dose Vial	1 mg/mL