

GUIDELINES FOR COVID ERA PHYSICIAN CANDIDATE SITE VISITS

Pre-Site Visit

- Prior to advancing a candidate to a site visit a video interview will be required.
- Representative subset of the interview team to include Operations Leader, CMO/VPMM, Specialty Leader & Management Committee Member are suggested participants.
- If the candidate and/or site require an in-person visit in order to enable a hiring decision, a modified site visit will be allowed

Conditions for Site Visit

CANDIDATE

- ❖ Candidate will be screened for symptoms by designated staff upon arrival for first interview/tour
- ❖ PPE will be issued to the candidate and worn during the interview process according to the requirements and restrictions of the location(s) at which they are visiting
- ❖ Candidate will be responsible for driving or traveling by Ride Share service between any facilities throughout the visit.

MEETINGS

- ❖ Panel interviews strongly suggested to limit the amount of time dedicated to the interview process within each facility
- ❖ Interviews to take place in non-patient/clinician focused areas (meeting rooms only)
- ❖ Number of participants in the interview not to exceed 50% of room capacity or five (5) participants, whichever is less, in order to facilitate social distancing
- ❖ Meetings that include lunch are not advised

TOURS

- ❖ Candidates will be toured by one designated individual who is common to the facility/department (i.e. operations manager, unit manager, CNO or service leader)

DINNERS

- ❖ Recruitment dinners strongly not recommended
- ❖ In rare instances whereby a key participant is unable to interview other than in the evening and a local community is open for dining options, a small dinner gathering may be allowed with prior authorization.

PHYSICIAN INTEGRATION SPECIALIST SUPPORT

- ❖ Specialists will be allowed and available onsite to facilitate the site visit process as needed.
- ❖ Should a Physician Integration Specialist be deemed essential to supporting the interview process in-person, they will be screened for symptoms preceding the first meeting/tour of the day prior to contact with the candidate or entering a facility.
- ❖ Specialists will be required to follow PPE requirements as per site restrictions/requirements and will only enter/be present at sites requiring PPE when absolutely necessary.
- ❖ Specialists will not provide transportation for visiting candidates

Process Review

- Final approval of the site visit plan/itinerary will be provided by the market CMO/VPMM/Service Line Leader
- All guidelines for Site Visits are subject to periodic review based upon conditions, circumstances and/or organizational requirements.