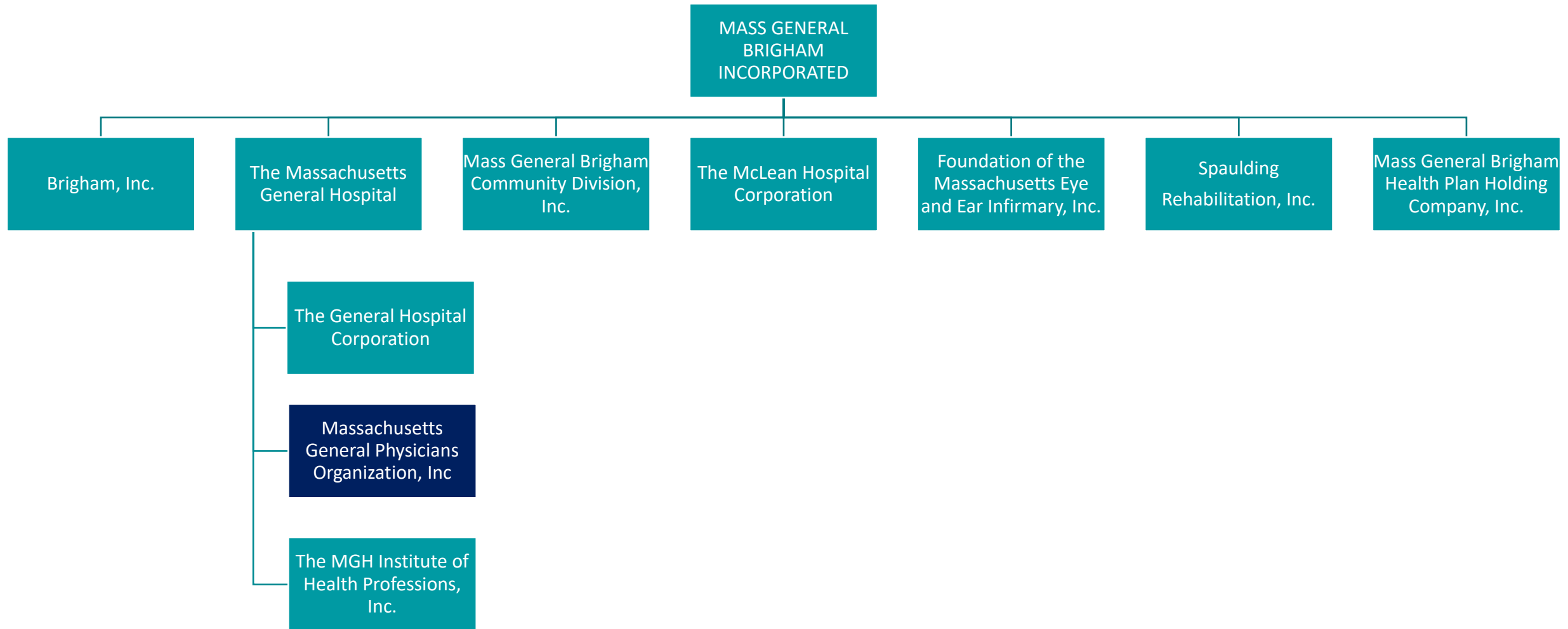


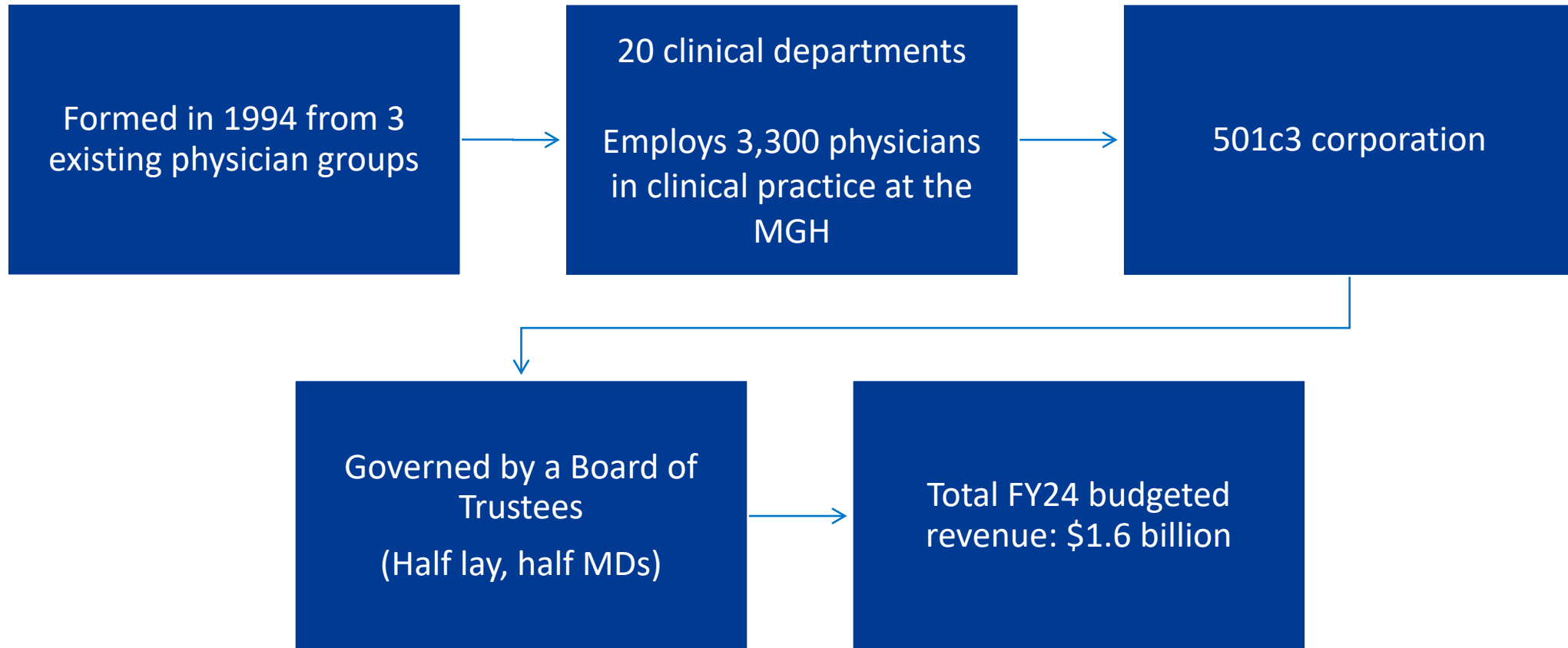
Mass General Physicians Organization (MGPO) Overview





Mass General Brigham Organizational Chart




About the MGPO



MGPO Member Representation and Committees

MGPO Board Committee	Joint MGPO/MGH Board Committees	MGPO Management Committees
Compensation & Personnel Practices	Nominating & Governance Committee	MGPO Executive Committee (POEC) 
	Leadership	Frigoletto Committee on Physician Well-Being 
	Quality of Care	

 **Annual Elections Process**
MGPO elections are held each year to fill vacant physician seats on the MGPO Board of Trustees, POEC, and the Frigoletto Committee. Non-chair elected members of POEC appoint a Physician Nominating Committee. The Physician Nominating Committee produces a ballot that is voted on by full-time members of the MGPO. In parallel to this process, the Chairs Council elects chair representative for these committees.



MGPO Evolution

Massachusetts General Physicians Organization (MGPO) Supporting physicians to provide the best care for their patients

Pre-1994

Three groups represent physicians: the hospital Staff Associates; MGH Professional Services Corporation, handling group practices and billing; and the Massachusetts General Physicians Corporation, handling contracts.



1994

The MGPO forms to bring the three groups together to better represent physicians in the hospital and in the health care marketplace.



W. Gerald Avetis, MD, first MGPO leader

1995

The MGPO commits to treating all patients, regardless of type of insurance or ability to pay.



2000

Clinical collaborations with Newton-Wellesley Hospital and North Shore Medical Center bring MGH expertise closer to home.



2004

A two-year physician leadership course is developed; Physician Recognition Dinner & Brian A. McGovern, MD Award for clinical excellence created.



Brian A. McGovern, MD

2006

Physicians develop award-winning, high quality of care programs and better care coordination with Medicare to help the sickest patients.



The Congressional Budget Office confirms that we reduced cost while improving care.

2007

The Quality Incentive Program begins to help translate quality care targets into tangible actions by physicians. 100% of MGH physicians use electronic health records and all patients have online access to their test results.



2012

Partners signs risk contracts and initiates commitment to improving care with population health management.



2014

The MGH/MGPO 10-year Strategic Plan ensures the continuation of our four missions: compassionate care, innovative research, educate future providers, and care for the communities we serve.



2018

The MGPO addresses physician burden and well-being through the Frigoletto Committee. Teams work to transform ambulatory services to improve workflow for physicians and access for patients.



Physicians connect with colleagues at one of the Russell House hosted by the Frigoletto Committee.

2020

MGH/MGPO combined and deployed the talents, labor, flexibility, and humanity of all employees to overcome COVID-19, one of the greatest challenges of these times.

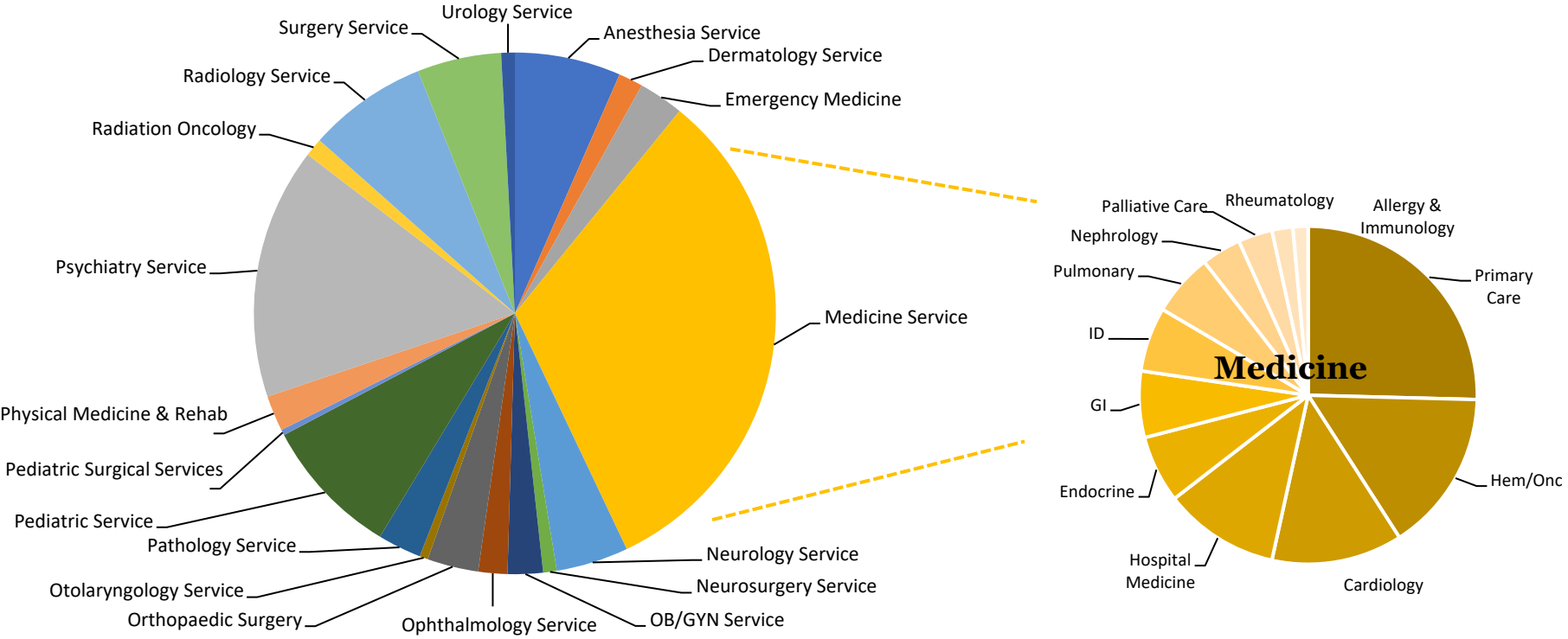


Fast Facts

1995	2000	2008	2004	2006	2009	2011	2012	2014	2015	2016	2017	2020	2021
Professional Billing Office centralizes billing	Peter Slavin, MD, named 2nd CEO	David Torchiana, MD, named 3rd CEO	• MGPO Physician Survey is launched to assess clinical care • Yawkey Center for Outpatient care opens	Trustee Medal created; first recipient, Roman DeSanctis, MD	• Mass Eye and Ear chiefs join the MGPO • Mass General/North Shore opens	Lunder Building opens	Paul S. Russell, MD Museum of Medical History and Innovation opens	2nd Trustee Medal recipient named: Kate Treadway, MD	Tom Lynch, MD, named 4th CEO	Partners eCare (Epic) clinical systems launched	Tim Ferris, MD, named 5th CEO	Partners HealthCare renamed Mass General Brigham (MGB)	Marcela del Carmen, MD, named MGPO President and MGB EVP



MGPO Physicians



Demographics	1995	2000	2010	2014	2018	2020	2021	2022	2023	Bureau of Labor Stats 2022 National
MGPO Physicians	936	1733	2376	2752	3027	3220	3315	3288	3441	
% Female	27.3	30.4	37.8	41.8	45.1	46.0	46.9	46.9	46.9	43.8



Key Priorities


- 1 Ambulatory Access
- 2 Frigoletto Committee (Next: Dr. Scott-Vernaglia, MD)
- 3 Physician Compensation
- 4 Physician Recognition & Development
- 5 Communications



Access and Navigation: Ambulatory Care Transformation

This multi-year initiative is building a foundation to create a single point of entry for patients and allows schedulers to see open appointments across the enterprise. From that foundation, we can:

- Deliver a consistent, predictable MGB ambulatory experience
- Expand access to care and help patients navigate to the right location, and right clinician, at the right time, across the system.
- Improve clinician and staff experience, reducing the time spent making referrals and scheduling patients.

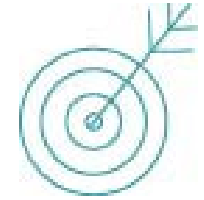


Milestone

Cardiology practices across the MGB system are now using the same algorithms for scheduling appointments.



Physician Compensation and Professional Billing



Compensation

We continue to improve our compensation analysis to ensure new and current physicians receive competitive packages. Physician compensation includes cash compensation (base salary, MGPO Quality Incentive Program and other incentive payments, and bonuses) with contributions to retirement programs, employee benefits, and malpractice insurance.

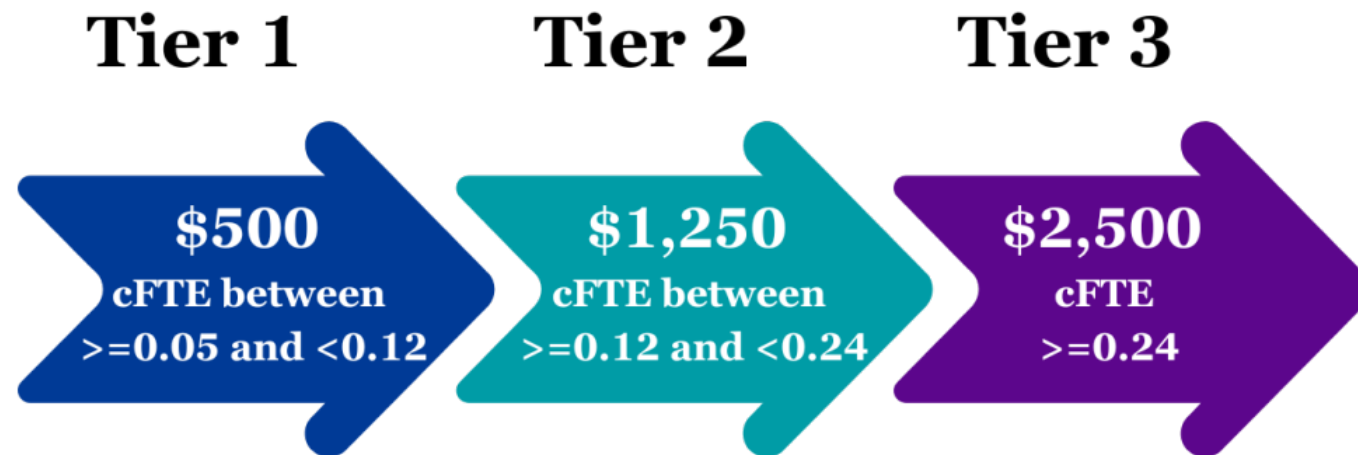
- **MGPO Finance group.** This group advocates for physicians in the MGPO and BWPO in funds flow and target development and it supports the Academic Medical Center (AMC) Fee Council. It also provides consulting to other Mass General Brigham physician practices.
- **Comp Committee.** The Compensation and Personnel Practices Committee is made up of trustees from the MGPO and acts in the name of the MGPO on compensation and personnel policies.
- **Combined Professional Billing,** previously the MGPO Professional Billing Office, handles billing for all MGPO physicians and those throughout Mass General Brigham.



Quality Incentive Program

Created in 2006 to translate institutional priorities into tangible actions physicians can take.

- 3 measures each term: adopting technology, improving clinical care, increasing quality
- Over 2,000 MGPO physicians and 1,500 BWH physicians
- 2 terms per year
- Incentive payments made at 6-month intervals



Benefits and Physician Perks

MGPO Commons, 370 Bulfinch, Room 370

- Relax, connect with colleagues, catch up on notes
- Lactation Room
- Monthly informal lunches for all physicians
- Small monthly lunches with Will Curry, MD, CMO



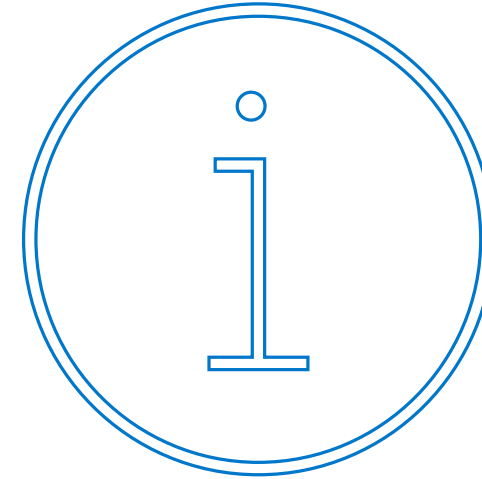
Large common area

- 75" monitor with cable and teleconferencing
- Color printer
- Mix of tables and lounge seating
- Coffee, tea, and water



Benefits and Physician Perks

- Financial Planning Program
- Mortgage and Banking Program
- Professional Staff Student Loan Program
- Parental Leave Program
- Professional Staff Benefits
- Retiree Medical Program



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Physician Recognition and Development

Awards and Events

- McGovern Award– 38 recipients since 2004
- 2 Trustees medals for career contributions
- MD recognition endowed by Ira & Jacquie Stepanian

Physician Leadership Development

- Intensive 2-year program; 364 participants since 2003

Torchiana Fellowship in Health Policy and Management; 30 since inception in 2009.



MGPO Communications



	Focus	Frequency
Curbside Consult	Messages from the MGPO president	Monthly
Clinical Update	Information for patient care	Weekly
Frigoletto Committee Newsletter	Well-being programs and support	Monthly
Last Word of the Week	News from MGPO, MGH and MGB	Weekly
Two Things	Brief videos on physician-focused topics	As needed
Quality Incentive Program	Your measures, reminders, and results	Throughout the term
Town Halls	Various topics	Several times per year

