



The Executive Buyer's Guide to Physician Compensation Automation

A Proven Path from Manual Friction
to Automated Excellence

Trust, Powered by Precision.
ProCARE Portal, LLC

INTRODUCTION

The State of the Industry: The End of "Clinical Reductionism"

For decades, healthcare organizations have managed provider compensation by stripping the complex reality of clinical care down to what a basic spreadsheet can handle. This era of "Clinical Reductionism" has forced leadership to choose between what is strategically right for the organization and what is technically possible in Excel.

The result is a widespread measurement failure. While your production data may be tracked, few of your providers feel truly heard or trusted.

The Technology Wall

A few short years ago, technology was limited to homegrown solutions (think excel spreadsheets) built by internal IT teams already strapped for time and resources, and often scrambling to keep the system updated to accommodate the ever-changing and expanding comp requirements of their organization.

Today, new solutions have entered the market and are becoming more advanced but many organizations are still trapped in piecemeal automation – software that handles the "easy 80%" but leaves the most complex, high-stakes incentives to manual workarounds. This technical debt creates a massive barrier for systems wanting to shift toward Value-Based Care or sophisticated models like Shift+ and Tiered Productivity.

Resource and technology limitations should not dictate your clinical strategy.

In 2026, compensation is no longer just an accounting function; it is a retention and wellness strategy. This guide is designed to help you evaluate partners who don't just calculate pay, but who build an infrastructure of clinical integrity.





THE BENEFITS

Who Wins When Comp is Automated?

A successful implementation solves different problems for different stakeholders. Use these criteria to ensure every seat at the table is satisfied.

The Players			
ROLE	NEED	GOAL	BENEFIT
The Provider	Real-time transparency and "Pay-Period Certainty."	Eliminate shadow accounting (doctors keeping their own spreadsheets because they don't trust the hospital's data).	A mobile-first experience where they can see their wRVU attribution and earnings progress daily, not weeks after the fact.
The Comp Admin	To move beyond the manual grind of calculating comp, VLOOKUPs and CSV cleansing.	Reduce the administrative cycle by 80%.	A platform-agnostic Rules Engine that automates the most complex arrangements (MPPR, tiered draws, and matrixed shift models).
Leadership	Financial predictability and a single source of truth.	Mitigation of compliance risks and total visibility into the provider Burnout Quotient.	Sophisticated "What-If" modeling to forecast the impact of CMS fee schedule changes before they hit the budget.
IT & Legal	A secure, versioned audit trail.	Seamless interoperability with existing EHR/HRIS (Epic, Cerner, Workday, etc.).	SOC2-compliant, automated data bridges that don't require manual data manipulation before ingestion.



BEFORE VS AFTER

The Transformation

What full automation actually looks like when you move from a legacy system to automation like ProCARE.

The Capabilities		
Feature	Legacy Systems <i>The Manual Grind</i>	ProCARE <i>Automated Excellence</i>
Data Integration	Manual data exports; "Massaging" CSVs	Seamless Data Bridge: Nightly automated pulls from any EHR/HRIS and other systems
Rules Management	Rigid templates; workarounds in Excel	Custom Rules Engine: Built to absorb your specific contract logic
Proration	Manual math for mid-month changes	Automated Versioning: Prorates to the day, maintaining a full audit trail
Exceptions	Found after payroll is run (fire-drills)	Exception Guardrails: Nightly reports flag unmapped codes instantly
Transparency	Static, confusing PDFs via email	ProCARE Mobile: Live, drill-down transparency into every CPT code.



FEATURES & FUNCTIONALITY

Comp Capability Checklist

As you evaluate your options, confirm that prospective vendors can deliver on the following items.

- ☐ **Flexible Rules Engine:**
Can you configure any calculation based on inputs, or you are confined by a calculation engine (that is developed upfront and changes managed by the vendor)?
- ☐ **Platform-Agnostic Ingestion:**
Can the system pull data from **any** disparate sources (e.g., EMRs, HR, finance, contract management, etc) into a single catalog?
- ☐ **Draw & Reset Logic:**
Does it natively handle clinical "draw-to-zero" or deficit carryovers without manual intervention?
- ☐ **Implementation Methodology:**
Do they have a proven, documented methodology for go-live, or is it an open-ended implementation?
- ☐ **Surgical Proration:**
Can the system "version" a provider profile mid-month (e.g., a raise on the 15th) and calculate the split perfectly?
- ☐ **Automated Exception Reporting:**
Will the system alert you nightly if a new, unmapped CPT code or discrepancies are detected in the billing feed?
- ☐ **truRVU™ Attribution:**
Does the system automatically clean and attribute wRVUs based on CMS indicators?
- ☐ **Future-State Modeling:**
Can you run a future year fee schedule conversion or change across your entire provider base in under 5 minutes?

Critical Questions for Your Evaluation Calls

QUESTION	PROCARE	[VENDOR 2]	[VENDOR 3]	[VENDOR 4]
Is your system a 'Black Box,' or can I see the exact logic behind every calculation?	You can see exact logic!			
How does your tool help us identify and mitigate physician burnout?	Our built in AI calculates the Burnout Quotient to flag providers who may need more support			
Do we use your templates, or can your system absorb our existing contracts and/or create custom templates?	All! We configure to your templates, create custom, and have templates available			
Can your system handle 'Shift+' models where pay varies by time, location, and specialty simultaneously?	Our system can handle any existing complexity by configuring the logic through a 'rule'			
What is your 'uptime' guarantees?				
If we acquire a new practice next month, how quickly can their data be mapped into our enterprise dashboard?	Depending on requirements, we are typically able to onboard new providers in near real-time			
Does your implementation fee include 'Current State' mapping (where you do the work) or do we have to clean our data first?	Collaborative data cleaning with no implementation fee! Everything is covered in our managed services and per-user license fees.			
How many 'Admin FTEs' does it take to manage your software?	This varies by organization but typically anywhere from 1-3 FTEs			
How does your mobile app actively engage providers?	Our mobile app is intuitive & easy-to-use, providing an enjoyable, and positive experience for providers.			
Can providers drill down into specific calculations that produce final pay outputs?	Absolutely! Providers have visibility into every calculation, reducing questions for your comp team and providing them peace of mind			
How do you handle compensation changes or new elements & variances?	Dedicated support, plus no-code admin tools that let your team make changes themselves.			
What does our relationship look like post implementation?	Once you've completed implementation, you are passed to our Customer Success team and assigned a dedicated support specialist.			



THE IMPLEMENTATION PHILOSOPHY

The 14-Week Success Path

A software tool is only as good as the methodology that launches it. At ProCARE, we don't just install software; we partner with you to rebuild your clinical infrastructure.

Weeks 1-4:	Discovery & "Current State" Logic Mapping
Weeks 5-8:	Build, Configuration, and Data Bridge Validation
Weeks 9-12:	Parallel Testing (Historical Accuracy Verification)
Weeks 13-14:	Training & Go-Live

The ProCARE Performance Guarantee

Unrivaled Accountability: Our Implementation Guarantee

We understand that for a healthcare organization, a delayed "go-live" isn't just a technical setback – it is a threat to clinical trust and administrative stability. While most vendors offer vague timelines that stretch into years, ProCARE stands behind our methodology with financial skin in the game.

The ProCARE Guarantee: ProCARE is the only solution on the market that offers a full money-back guarantee if your organization does not go live within the predetermined implementation timeline.

We don't just promise a fully-automated single source of truth for your incentive compensation – we guarantee the path to get you there. If we don't meet the milestones we set together, we take the hit, not you.

This is our commitment to your clinical integrity.

CONCLUSION

The Cost of Waiting

Every month you spend in the manual grind is a month of lost clinical trust, administrative burnout, and financial risk.

The Financial Risk:

Manual "shadow accounting" and piecemeal automation lead to overpayments, uncaptured revenue, and audit vulnerabilities that compound over time.

The Cultural Risk:

When a provider cannot see the logic behind their paycheck, trust is eroded. In an era of record physician burnout, a lack of transparency is your greatest retention liability.

The Strategic Risk:

With talent competition reimbursement risks continuing to rise, the industry is moving toward additional complexities and value-based care. Organizations still optimizing old manual models will not just be catching up – they will be rebuilding from scratch.



The ProCARE Incentive: Certainty in an Uncertain Market

We don't just offer software; we offer a Strategic Clinical Partnership backed by the industry's only Implementation Money-Back Guarantee. We take the risk of transition off your shoulders so you can focus on the health of your team and your patients.

The 14-week path starts with a single conversation. Don't let another payroll cycle go by under the weight of "good enough" technology.

Ready to reclaim
80% of your admin
time and restore
provider trust?

Schedule your Custom Complexity Audit & Complimentary Assessment. In this 2-part strategy session, we will collect inputs to map your current workflow and provide a future workflow state with prioritization, timeline and readiness assessment.

Ready to see your "After" state? [Click here to schedule your call today](#)