

# Fresh Focus on the Business of Dentistry

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Destin, Panama City, Panama City Beach, Santa Rosa Beach, Destin  
and throughout Alabama

# Three Ps:

**Policies**  
**Personnel**  
**Practice**

# Practice Policies

- Why Have These?
- Do you Even Need Business Policies?

# Practice Policies

Short Answer: Yes, or ... should

Why?

- Mitigate Risk
- Set Expectations

# Practice Policies

- Need:
- Sexual (workplace) harassment
  - HIPPA / Privacy

# Practice Policies

Recommend: Areas of Frequent Conflict

- Leave (maternity, family, funeral)
- Pay
- Standards of Conduct
- Discipline?

# Practice Policies

## COVID Related:

- CARES ACT
- Pay / Time Off
- PPE
- Vaccines

# Personnel

## Dentists (Contracts)

- Staffing Needs / Exit Plans
- Compensation
- Partnership
- Non-Compete



# Personnel

## Staff

- Staffing Needs
- Pay, Benefits
- Skill Development
- Meetings? (1 on 1, group, survey)

# Practice

## Risk-Related Measures:

- Annual Insurance Review
- Computer / IT
- Privacy
- Financial

# Practice

## Insurance:

- Professional Liability
- Property (Hurricane)
- Liability
- Riders: EPLI / Cyber

# Practice

## Information Technology / Privacy:

- HIPPA
- HITECH
- Privacy
- Financial (collection, payors)

# Questions?

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