

BMI Healthcare and Consultants

Introduction

Consultants are critical to each BMI Healthcare hospital. However in common with most private healthcare operators, BMI Healthcare does not employ these consultants. Instead, consultants working in our hospitals are essentially self-employed practitioners who see and treat patients at our hospitals under the terms of our 'credentialing' or 'practising privileges' policy.

It is important that we are transparent about our relationship with our consultants and we have therefore set out below some of the ways in which we work together. Further details are also available via our individual hospital webpages.

Higher Value Services

We charge consultants (and other healthcare professionals such as dieticians and podiatrists) for using consulting rooms at our hospitals and for medical secretarial services we provide to them, except in relation to NHS patients. Consultants are not charged for their use of consulting rooms and/or hospital medical secretarial services in respect of NHS patients. We also charge for rooms at the hospitals used by consultants' own medical secretaries. The charges applicable at each of our hospitals are available via our individual hospital web pages.

A 25% discount is available for consultants opting to pay for use of consulting rooms on a monthly direct debit arrangement, where consultants commit to using a room at a hospital regularly for a year. No reduction or refund is given in such circumstances for consultant holiday or sickness or where a patient fails to attend their booked appointment.

BMI Healthcare makes an annual charge to its 'Connected Doctors'. This charge covers access to the PREP appraisal system used by BMI Healthcare and to our in-house e-learning system. A further charge is made for appraisals.

Lower Value Services

We provide a number of support services to our consultants, for which we do not make a charge. These include:

- Insurance to cover the risk of a claim from or in relation to an NHS patient (except in relation to NHS fertility patients) (it is a requirement of working in our hospitals that consultants have appropriate insurance or other arrangements in place at their own cost to cover the risk of a claim from a patient with private medical insurance or who has paid for their treatment themselves)
- Support with patient admission and billing
- Free/subsidised tea, coffee, on-site meals and car parking (where this is available and provided to other staff working at the particular hospital)
- General marketing such as consultant directories and general promotion events

General corporate hospitality

Some consultants provide advice or other support to us and our hospitals for which they are not paid. An example of this is our Hospital Medical Advisory Committees (MAC), which meet at least once every other month. Refreshments are provided for these meetings and many of our hospitals hold an annual 'thank you' dinner for Committee members at a local restaurant.

BMI Healthcare also has a National Medical Advisory Committee (NMAC), of which certain Chairs of individual Hospital MACs are members. The NMAC currently meets several times a year, generally in London and we reimburse members their expenses (such as travel and subsistence) in attending. We will generally go for dinner at a local restaurant after these meetings.

We also arrange training and information events for consultants and local GPs. These prove an excellent way to enhance GPs' understanding and knowledge about both our hospitals and some of the specialist services we provide there. No payments are made to GPs or consultants for attending, although refreshments are provided and we sometimes use (and pay for) external venues when there is insufficient space for this type of event at the hospital. Sometimes we also hold networking events for our GPs and consultants which may be held off-site (such as at a football or rugby game). Some hospital or corporate managers may also invite consultants to discuss options for developing the hospital or BMI Healthcare business and these may be held over dinner.

A description of, and the cost of providing, any specific corporate hospitality events can be found via our individual hospital web pages.

Financial Interests

Some of our consultants have financial interests in equipment used or services and facilities operated within or at some of our hospitals. Details of these arrangements are available via individual hospital web pages.

Services Arrangements

Some of our consultants may hold part-time positions at our hospitals, in addition to exercising practising privileges there. Details of these arrangements can be found on our individual hospital webpages.

We have a corporate arrangement with Professor Adrian Newlands, Consultant Pathologist, who acts as BMI Healthcare's Clinical Pathology Director, receiving a yearly fee of £16,500 for doing so.

We also have a corporate arrangement with UKOMS (Medical) Limited, which provides BMI Healthcare with microbiology advice, including attendance at our national Clinical Governance Committee meetings as required. The company received a fee of £25,666.62 for this last year. The consultant shareholders in UKOMS (Medical) Limited are Professor Ian Stockley, Consultant Orthopaedic Surgeon and Dr David Partridge, Consultant Microbiologist (each with c14%

shareholding) and Dr Matthias Radatz, Consultant Neurosurgeon and Dr Rob Townsend, Consultant Microbiologist (who have indirect shareholdings of c7% and c14%, respectively).

Some of our consultants support development of our international business; we pay Mr Sean Molloy, Consultant Orthopaedic and Spinal Surgeon, a daily rate of £2,000 (or £1,000 for a half day) for time spent travelling and supporting this work outside of the UK. We also pay for Mr Molloy's flights, hotel and meal expenses for this work. No amounts were paid to Mr Molloy last year under this arrangement.

Questions

Should you have any further questions in this area, please contact us by email at company.secretary@circlehealthgroup.co.uk.