

Article title: Alignment in the Hospital-Physician Relationship: A Qualitative Multiple Case Study of Medical Specialist Enterprises in the Netherlands

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Supplementary file 2. Contract Analysis Template

Based on the items below, a contract was categorized as prevention contract or promotion contract

	Prevention contract	Promotion contract
<i>Size (pages/attachments)</i>	High	Low
<i>Contract duration</i>	Early termination	Easily extendible
<i>Language use</i>	Rights and obligations	Responsibilities
<i>Perspective</i>	Separate companies	Collective view
<i>Incentives</i>	Financial, penalties	Mixed, bonuses
<i>Goals</i>	Specific, detailed, 'to be minimally achieved'	Higher, universal level, 'to be optimally achieved'
<i>Monitoring</i>	High	Low
<i>Contractual control</i>	High	Low
<i>Penalties</i>	Described	Not described
<i>Unforeseen circumstances</i>	Procedure described	Procedure not described
<i>Conflict resolution</i>	Procedure described, possibly in court	Procedure not described joint resolution potential
<i>Strategy</i>	Little described	Joint/shared strategy
<i>Exclusivity</i>	Penalty when violated	Bonus when honoured

Analysis per contract based on the following items:

Item	Definition/question
General	
Number of pages	
Attachments: number and number of pages	
Attachments: subject	What subjects are covered in the attachments?
Parties specified	Which parties are defined in the contract?
Contract duration	Number of months/years
Continuation of contract	Does the contract describe the procedure to extend the contract?
Financial settlement	
Form of payment	How is payment made? (Lump-sum, fixed price, ceiling)
Ex ante/ex post	Is payment negotiated ex ante or ex post?
Profit sharing	Does the contract describe procedure of sharing of profits?
Risk sharing	Does the contract describe the procedure for shared losses/risks?
Internal reimbursement	Does the contract cover the internal reimbursement model of the MSE?
Strategy	
Goal/mission	Does the contract describe goals/mission/vision of the parties? Are these clearly defined?
Perspective	Are the goals/mission/vision described from an individual or shared perspective?
Social norms	Are general social norms or codes of conduct described?
Hospital strategy	Does the contract describe the role of the MSE within the hospital strategy?
Goals and incentives	
Specific goals	Does the contract describe specific goals?
Performance indicators	Does the contract describe performance indicators? (Both quantitative as well as qualitative)
Level of detail	Are the goals described detailed/practically, or are the goals more universal?
Goal framing	Are the goals framed as minimal or optimal?
Incentives	Are incentives described linked to specific goals?
Incentive type	Financial or non-financial?
Incentive framing	Penalty or bonus?
Contractual control	
Audit	Are reciprocal audit procedures described?
Third party audit	Is third-party audit of the MSE described?
Performance/ benchmarking	Does the contract describe procedures to measure performance? And comparing performance with other parties/hospitals?
Periodic evaluation	Does the contract describe procedures about periodic evaluation of the agreement and assessment of performance?
Penalty	Are there penalties described?
Termination	Is the procedure of termination described? What are the grounds and term for/of termination?

Accession of individual physicians to the MSE	Does the contract describe the role of the hospital when an individual physician joins the MSE?
Contractual coordination	
Roles and responsibilities	Are the roles and responsibilities of both parties being described?
Tasks	Are specific tasks being described?
Tasks - Level of detail	To what detail are tasks being described?
Unforeseen circumstances	Does the contract cover the procedure for unforeseen circumstances?
Appointment of new board member	Is the reciprocal role of the hospital/MSE described when a new hospital/MSE board member is appointed?
Conflict resolution	
Resolution procedure	Are procedures for conflict resolution being described?
Mediation/third-party involvement	Are procedures for mediation and third-party involvement for conflict resolution stimulated?
Health care insurer	
Hospital agreements	Is the role of het MSE in hospital – insurer agreements being described?
Financial consequences MSE	Is the MSE involved in financial agreements between the hospital and health care insurer?
Exclusivity	
Exclusivity	Is there an exclusivity clause?
Confidentiality and non-competition	Is there a non-competition clause in the contract?