Outsourcing human resources

Just how much HR can a practice outsource? We wanted to know so we asked some experts

By Robin Goodman, Group Editor

One day I was chatting with Dr. Lorin Berland, the editor in chief of Cosmetic Tribune, and he mentioned how much outsourcing his human resources has saved him. Specifically, he mentioned that the dental staff is tailored to his practice and that employees are his employees not the practitioners. In fact, Dr. Berland’s Dental Practice featured Odyssey OneSource, the professional employer organization (PEO) that provides his HR outsourcing. What is a professional employer organization, or PEO? In addition to practicing dentistry, as a business owner, dentists are faced with managing increasingly complex employment issues, including government compliance. Most dental practices already outsource one or more of the above tasks using a piece-meal adoption approach. This requires the dentist to manage multiple vendors that each specialize in one area, such as payroll processing, employee benefits or government compliance. Unfortunately, these vendors don’t work together, so it is up to the dentist to coordinate their efforts.

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One simple command confirms the practice’s most important asset — employees’ performance.

Does Odyssey OneSource have programs expressly for dental practices? Yes, as part of our commitment to the dental industry, we have created a web portal especially for dentists. www.odysseyonesource.com/dental. Dentists are well educated as clinicians, but often insufficiently trained in business management and labor regulations. Odyssey partners with practice owners to help them grow their business through a full range of strategic human resource administration and management solutions.

Odyssey recognizes that each dental practice is unique. We get to know each practice, the clinicians and team members, and tailor our highly customizable program especially for them. Here are some questions that we ask during our initial consultation:
Is your practice in compliance with all state and federal labor regulations?

An essential element of human resources is reducing an employer’s liability. From written policies to dispute resolution, dentists depend on Odyssey OneSource to anticipate and avoid potential HR nightmares.

Odyssey provides a thorough HR assessment at the onset of our arrangement in order to identify specific areas of concern. We reduce a clinician’s exposure to employee claims and suits by customizing practice-specific training and providing employment practices liability insurance, or EPLI, that covers the clinician in the event of a claim.

Dental-specific safety training is also available. This allows the dentist to refocus his or her internal compliance efforts to patient-related risk mitigation.

Is your practice in compliance with all applicable OSHA regulations?

In today’s litigious society, practices must plan for potential problems. Odyssey’s proactive approach to risk management helps to maintain a safe and productive work environment.

Our comprehensive solution helps a clinician maximize the practice’s biggest investment — the employees — by minimizing job-related hazards and managing claims that do occur.

Odyssey employs certified safety professionals that are knowledgeable about OSHA guidelines and risk management best practices.

Does your practice maximize retirement savings opportunities for the clinician and his or her employees?

One of Odyssey’s key benefits is our executive deferred compensation plan, which offers highly compensated professionals the opportunity to defer up to $100,000 in annual earnings using a 409a plan.

This allows the clinician to defer income until a later date, helping the dentist to accumulate wealth by placing him or her into a lower tax bracket.

The tax savings alone often exceeds the entire cost of our service.

The practice’s employees can also benefit from a 401(k) plan that we administer. We have investment advisors to assist employees with their investment decisions.

The practitioner can decide whether or not to match employee contributions and can even offer a profit-sharing option if desired.