

ATHLETIC TRAINER TOOL: WHAT TO LOOK FOR IN AN OUTREACH CONTRACT



In an outreach model, there are two contracts:

- 1) Between the AT and the employer, and
- 2) Between the employer and the client seeking AT services.

Employer = Hospital, clinic, per diem contracting company, etc.

Client = High school, industrial site, public safety department, athletic event organization, etc.

This checklist can be used by the **athletic trainer** to evaluate contract elements* with a potential employer. It does not pertain to contracts between the employer and the client.

CRITICAL ITEMS:

- Employer name:** Who employs the AT?
- Client name:** Who gets the AT's services?
- Terms of agreement, including:**
 - Number/location of weekly hours
 - Start/end date of contract
 - Wage: amount, salary, hourly, etc.
 - Exempt or nonexempt
 - Termination policies
 - Renewal process
 - Name/role of AT supervisor
 - Minimal qualifications
 - Job description and responsibilities
 - Nondiscriminatory language
 - Professional liability coverage
 - Travel requirements
 - Confidentiality requirements
 - Leave of absence policy
 - Signatures

PREFERRED ITEMS:

- Athletic Training facility and office space
- Defined discipline process
- Annual review
- Filing complaints
- NATA membership dues allowance
- Professional development allowance
- Equipment/supply budget
- Telework eligibility
- Security clearance
- Indemnification agreement
- Non-solicitation
- Employee training
- Defined marketing expectations that don't violate anti-kickback/Stark rules
- Uniform
- Pandemic clause for nontraditional athletic training duties, scheduling, etc.
- Entire agreement clause

RED FLAGS OF CONCERN:

- Referral quotas
- Marketing/endorsement expectations outside of athletic training scope of practice
- Required direction to specific provider or organization
- Vague/ill-defined work schedule
- Vague/ill-defined reporting lines
- Vague/ill-defined payment structure
- Noncompete clause
- Exclusion of items from critical items column
- Items that violate NATA Code of Ethics
- Items that violate BOC Standards of Professional Practice

AVAILABLE RESOURCES:

NATA Code of Ethics: <https://www.nata.org/sites/default/files/nata-code-of-ethics.pdf>

BOC Standards of Professional Practice: https://www.bocatc.org/system/document_versions/versions/154/original/boc-standards-of-professional-practice-2018-20180619.pdf?1529433022

www.nata.org/practice-patient-care/health-issues/covid-19-coronavirus

www.nata.org/committee-practice-advancement