

All-on-X Treatment Coordinator

Compensation Plan

Practice Information

- **Practice Name:** [Practice Name]
- **Location:** [City, State]
- **Effective Date:** [MM/DD/YYYY]
- **Position:** All-on-X Treatment Coordinator

Compensation Philosophy

This compensation plan is designed to:

- Reward case acceptance and collected revenue
- Support ethical, patient-first decision making
- Provide income stability and performance upside
- Align the coordinator's success with practice growth

The goal is simple. When patients confidently move forward with care, everyone wins.

Base Compensation

The Treatment Coordinator receives a fixed base pay for stability and consistency.

- **Base Pay Type:** Hourly or Salary
- **Base Amount:** \$[Insert Amount]
- **Pay Schedule:** Weekly or Bi-Weekly

Base pay is not tied to performance and is guaranteed for all hours worked.

Performance Incentives

Performance incentives are earned based on **outcomes**, not activity.

Case Acceptance Bonus

Paid for each accepted full-arch implant case that proceeds to treatment.

- **Bonus per Accepted Case:** \$[Insert Amount]
- **Qualification:** Case must be financially approved and scheduled

Revenue Bonus (Optional Tiered Model)

Incentives based on **collected implant revenue**, not production alone.

Monthly Collected Revenue	Bonus
\$0 – \$[Threshold 1]	No bonus
\$[Threshold 1]+ – \$[Threshold 2]	[X]% of collections
\$[Threshold 2]+	[Y]% of collections

Bonuses are calculated monthly and paid on the following payroll cycle.

What Does NOT Earn Incentives

To protect patient trust, incentives are **not paid** for:

- Calls made
- Appointments scheduled
- Consults completed
- Treatment presented but not accepted

Only accepted and collected cases qualify.

Performance Expectations

The Treatment Coordinator is expected to:

- Lead implant consult conversations
- Present treatment investment clearly and confidently
- Handle objections with empathy and structure
- Follow up consistently until a decision is made
- Track outcomes accurately

Key Performance Metrics (KPIs)

Performance will be reviewed using these core metrics:

- Case Acceptance Rate
- Consult Show Rate
- Follow-Up Close Rate
- Monthly Collected Implant Revenue

Targets will be reviewed quarterly.

Payment Timing

- Bonuses are calculated monthly
- Payments are issued with the next regular payroll
- Adjustments may occur for refunds or cancellations

Review and Adjustment

This compensation plan will be reviewed every [6 or 12] months and may be adjusted based on:

- Practice growth
- Market conditions
- Individual performance

Acknowledgment

I understand this compensation plan and agree to its terms.

Employee Name: _____

Signature: _____

Date: _____

Practice Representative: _____

Signature: _____

Date: _____