

# Expansion Support for Private Practice Radiology Group

2024—2025 Case Study



## Background

A multi-site private practice radiology group sought to expand its clinical footprint across the state and into surrounding regions. The group's rapid growth and new contract acquisitions—including a Level II Trauma Center and Certified Stroke Center—created immediate volume demands that exceeded its short-term recruitment capacity. To address this, the group engaged BT Health to provide transitional staffing support that would stabilize coverage, ensure continuity of care, and allow sufficient time for strategic permanent recruitment.

## Challenges Identified



Rapid contract expansion outpacing available staffing resources.



Need for immediate full-service radiology coverage at new Level II Trauma and Stroke Centers.



Limited recruitment bandwidth to meet near-term clinical volume.



Requirement for both remote reading and on-site coverage.



Desire to maintain strong peer review and quality oversight during transitional staffing.

## Strategic Approach

BT Health collaborated with the client's leadership team to design a comprehensive transitional coverage program. Preparation began in September and October of the prior year, enabling the team to go live in January.

### Key components of the strategy included:

#### 1. 24/7 Remote Coverage

- Emergency Department and inpatient readers provided around the clock.
- Multiple FTEs supported consistent coverage across all shifts, including:
  - 11:00 a.m.–7:00 p.m. (Swing Shift)
  - 2:00 p.m.–10:00 p.m. (Evening ED Shift)
  - 10:00 p.m.–7:00 a.m. (Overnight Shift)
- BT physicians staffed every weeknight and all weekend shifts.

#### 2. On-site Support

- Ongoing fluoroscopy and general radiology coverage to supplement the client's permanent physicians.

#### 3. Quality and Integration

- BT physicians participated in a peer review initiative, established at the request of the client and the hospital partner.
- QA led by BT physician leaders, team successful in meeting and exceeding defined quality expectations for duration of project.



## Results and Impact



**Rapid Deployment:** BT assembled and onboarded the full clinical team within **90 days**, achieving a successful go-live as planned.



**Talent Conversion:** Successfully transitioned key bridge team members into permanent positions.



**Comprehensive Coverage:** All requested shifts were covered continuously for six months, with seamless operational execution.



**Sustained Partnership:** BT redeployed transition team of physicians to new growth initiatives for RAF, including new contracts in new geographies to support their regional expansion.



**Smooth Transition:** BT transition team phased out as planned within 9 months of start.

## Current Focus

BT Health continues to partner with the client to provide comprehensive onsite support for Interventional Radiology and General Radiology services. This ongoing bridge staffing solution is projected to remain in place through mid-2026, allowing sufficient time for the client to integrate a permanent candidate sourced jointly by RAF and BT Health.

## Conclusion

The private practice radiology group maintained uninterrupted service delivery, met expansion demands, and ensured quality standards during a period of significant growth. The rapid deployment and seamless integration of BT's physicians allowed the group to grow rapidly and sustainably without compromising quality or continuity of care. This case underscores BT Health's ability to provide scalable, high-performance transitional staffing solutions that adapt to client growth and evolving market needs.

