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Insights

Before You Sign: Navigating Physician Employment Agreements

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If you are a physician or healthcare professional, your employment agreement can shape your career options long after your first day on the job. Before you sign a new contract, agree to an amendment, or accept a position that could trigger an existing restriction, it is critical to have your agreement reviewed by a lawyer. A short legal review up front can prevent costly disputes, protect your ability to practice, and preserve your professional relationships.

Florida's Non-Compete Landscape

Despite common misconceptions, non-compete and other restrictive covenants remain enforceable in Florida. Florida Statute Section 542.335 provides the framework for enforcing restrictive covenants, requiring that they protect a legitimate business interest and be reasonably tailored in time, area, and scope.

In practice, that means courts regularly enforce non-compete and non-solicitation provisions against physicians and other healthcare professionals when they are properly drafted. The details matter: job duties, geographic reach, patient relationships, referral sources, access to confidential information, and the duration of the restriction can all affect enforceability and risk.

What a Targeted Review Can Prevent

A focused review identifies whether a new role, moonlighting, telemedicine coverage, or a change in compensation or duties could inadvertently breach existing covenants. It also spots gaps in carve-outs, ambiguities in geography, overlapping service lines, and onboarding timelines that can create unnecessary exposure.

With clarity on risk, you can adjust start dates, refine responsibilities, or seek written waivers to avoid litigation and preserve goodwill.

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How We Help You Move Confidently

We guide physicians and healthcare professionals through restrictive covenant issues every day. We analyze your current agreement under § 542.335, map risk against your prospective role, and propose practical solutions that align with your career goals.

We also engage with your prospective employer to structure compliant onboarding—refining territory or service scope, securing waiver or acknowledgment letters, and establishing reasonable transition plans—so you can move to your new practice or workplace with confidence while minimizing legal risk.

Bottom Line

Before you sign an employment agreement or amendment—or accept a new position that could implicate an existing restriction—get a tailored legal review. A proactive approach can preserve your mobility, reduce conflict, and keep your focus where it belongs: caring for patients and advancing your practice.

If you have questions regarding your employment agreement, please contact **Melody Lynch** at Melody.Lynch@lowndes-law.com.