



**Healthcare[®]
Compliance**

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Compliance Matters Continue to be Daunting for Many Healthcare Providers. Our Team Can Help.

Wilmington, DE – April 6, 2016. Healthcare compliance continues to make headlines with new mandates, changes or updates to existing regulations. Equally making today's news are the investigations, audits and resulting violations and costly penalties for those in healthcare who do not comply.

Staying abreast of what is required, when it's required, and how to fulfill the requirement can be more than a full-time effort. Knowing what is needed is one aspect of healthcare compliance, yet the biggest challenge continues to remain in the actual implementation and execution of compliance. Healthcare professionals are not intentionally evading their compliance requirements, but often times unaware of their non-compliance and/or how to address it.

The team at First Healthcare Compliance makes it their responsibility to stay current on *all* healthcare compliance matters. In turn, they wish to offer their insights and support by sharing this "up to the minute" information. We invite you to source this team of experts when developing healthcare compliance topic ideas or content.

Some examples of healthcare compliance topics currently on the radar include:

Businesses with 50-99 employees are struggling with new ACA compliance updates and how to address them.

Healthcare providers serving the elderly are under added compliance scrutiny.

Phase Two HIPAA audits are underway, and clients need to be prepared.

New deadlines have been added to the HIPAA Final Omnibus Rule.

The First Healthcare Compliance team of experts is ready to address these matters and more. The team includes:

-Julie Sheppard, founder and President, and a nurse, an attorney, and certified in Healthcare Compliance by the Compliance Certification Board

-Dr. Jill Brooks, Senior Director of Education, a board certified radiologist and a Certified HIPAA Compliance Officer

-Sheba Vine, Senior Director of Regulatory Compliance, an attorney specializing in employment law and the human resources aspects of healthcare compliance and a Certified Professional Compliance Officer (CPCO)

Following is an expanded list of healthcare compliance topics that they can also address.

HIPAA

- Vendor or Business Associate: determining who is a business associate and why
- Preventing HIPAA violations: Steps you can take to avoid costly penalties

Exclusion Statute

- How it impacts your organization
- Your duty for screening employees and vendors

Fraud, Waste and Abuse

- Meeting requirements for CMS fraud, waste and abuse and compliance training
- Compliance with the Stark Law

HR/Employee related compliance matters:

Why you should have an Employee Manual

- Benefits of having one
- How to avoid forming a contract and altering the employment at -will relationship
- Drafting employee manuals for employers with multiple offices spanning different jurisdictions
- Importance of obtaining signed acknowledgements upon manual updates

Importance of Having a Discipline Policy

- Importance of documenting employment issues and taking disciplinary action
- Types of disciplinary actions that can be taken
- Why an employer needs to be consistent in its use of the policy to avoid claims of discrimination
- Reserve the employer's right to alter the disciplinary procedure to avoid the presumption that it has to be strictly followed
- Importance of including a disclaimer for at-will employment status in the policy.

Knowing When to Use a Performance Improvement Plan (PIP) to Address Employee Performance Issues

- What is a PIP
- Communicating expectations to employees
- How to properly draft a PIP

Other HR/Employment topics covering:

Family Medical Leave Act
Equal Employment Opportunity Commission
Title VII of the Civil Rights Act
Americans with Disability Act
Age Discrimination in Employment Act

And:

Anti-Kickback Statute
Care Plan Oversight
Corporate Integrity Agreement
Covered Entity
Exclusions Statute
False Claims Act
Individual Accountability
List of Excluded Individuals and Entities (LEIE)
Medical Identity Theft
OSHA
Protected Health Information (PHI)
Preparing for an audit or investigation
Stark Law

About First Healthcare Compliance

First Healthcare Compliance provides solutions, services and education to address the needs of physicians in private practice and those in hospital networks or health systems, skilled nursing facilities and healthcare billing companies to implement and maintain a high quality compliance program in an easy effective and efficient manner. A privately-owned women business enterprise founded in 2012 in Wilmington, DE by Julie Sheppard, First Healthcare Compliance was created from the rising concern Julie had in witnessing the increasing demands being placed on physicians and other healthcare providers in private practice and in hospital networks and health systems, to comply with the rules and regulations of the Affordable Care Act.

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