

To Hire or Not to Hire
The Value of Full-Time Physicians to the Hospice Team

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Financial Stewardship and Accountability

Hiring full-time physicians requires a significant financial commitment.

To Hire or Not to Hire:
The Value of Full-time Physicians to the Hospice Team

- 1. Identify Hospice Medical Director role and responsibilities in compliance with new and clarified regulations.**
- 2. Identify and evaluate strategies for hiring full-time Hospice Medical Directors.**
- 3. Create a comprehensive Hospice Medical Director job description.**

Identify Hospice Medical Director Role & Responsibilities
*in compliance with new and clarified regulations**

- Certification
- Comprehensive Assessment and Plan of Care
- Determining & Documenting Relatedness to Terminal Prognosis
- Community Education

New and Clarified Regulations

- 418.56 Hospice must provide ALL necessary care for the palliation and management of the terminal illness and related conditions.
- 418.22 Certification and 418.25(b) Admission to Hospice
- FY2014 HWI and PR

Face to Face Narrative Summary

- Specific and Accurate
- Quantifiable
- Clear Physician Judgment

Comprehensive Care Planning

- Identify and address physical, psychosocial, emotional and spiritual needs of the patient.
- Consider nature and condition causing admission.
- Determine complications and risk factors that affect care planning.

Determining and Documenting Relatedness to Terminal Diagnosis

- Durable documentation
- Systematic evaluation by qualified personnel - "The Hospice Physician"
- "Just in time moments"

Community Education and Advocacy

- Full-time Hospice Physician as Community Educator
- Role on Local or Community Boards
- Patient and Practice Advocacy

Identify and Evaluate Strategies for Hiring Full-time Hospice Medical Directors

- Compensation and Fair Market Value Survey
- Support of Fellowship programs through Educational Partnerships
- Orientation and Ongoing Education Strategy for Hospice Physicians
- Plan for On-Call Coverage
- Implement Oversight/Management Policies for Full-time Hospice Medical Directors

Comprehensive and Fair Market Value Survey

- Who's paid?
- What are they paid for?
- How are they paid?
- How much are they paid?

Support of Fellowship Programs through Educational Partnerships

- Hospice as Classroom
- Physician as Teacher
- Partnerships that benefit the Hospice Patient and the Practice of Hospice

Orientation and Ongoing Education Strategy for Hospice Medical Directors

- Hospice Orientation
- Company Orientation
- Ongoing Education

Plan for On-Call Coverage

- Full-time Physician's Role in On-Call Coverage
- Benefits vs. Contract Coverage
- Team Approach

Implement Oversight/Management Policies for Full-time Hospice Medical Directors

- The Hospice Medical Director as a Member of the Leadership Team
- The Hospice Medical Director as Manager of Contracted and Part-time Hospice Physicians
- Balancing Administrative Duties and Clinical Duties

Create a Comprehensive Hospice Medical Director Job Description

- Qualifications
- Compliance with Rules and Regulations, Company Policies and Best Practices
- Term, Accountability, Grievance Procedures

Compliance with Federal, State and Local Regulations

- Job Description Elements
- Employer Responsibilities
- Employee Responsibilities

Term, Accountability, Grievance Procedures

- Reporting Structure
- Performance Reviews
- Employment At-Will
- Termination

To Hire or Not to Hire?
The Choice is Yours...
So are the Benefits and the Cost.

Questions?



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