How to Stand Up an ACO Compliance Program with Auditing Metrics

HFMA/NEHIA Joint: 2023 Compliance & Internal Audit Conference

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Disclaimer/Disclosure

The panelists have no relevant financial interests or conflicts to disclose.

The information, statements, opinions, examples, and scenarios provided are exclusively those of the panelists and are not intended to describe any position of or at the entity or organization which they are affiliated with.

Objectives



Appreciate How an Organization's Growth Can Result in a New Compliance Segment



Understand the Foundational Elements Needed to Implement New Workplan Items and Goals



Identify Key Stakeholders to Synthesize Engagement Across the Enterprise to Gain Buy-in and Support



Using Audit Results to Create KPIs and Performance Metrics

Objective 1

Appreciate How an Organization's Growth Can Result in a New Compliance Segment

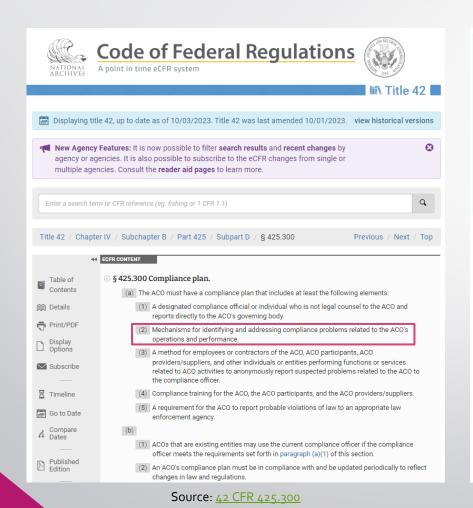
Stony Book Medicine's Accountable Care Organization

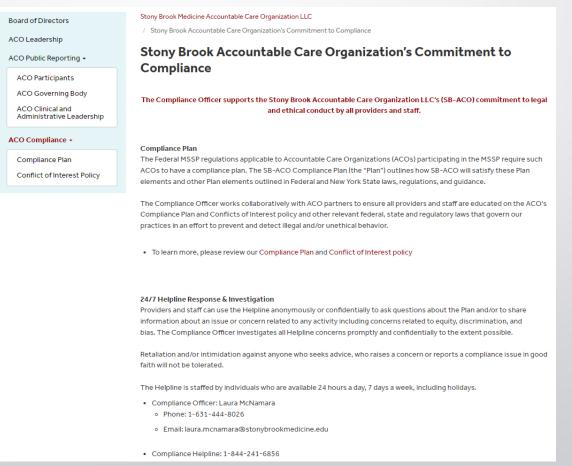
Stony Brook Medicine became a clinically integrated network (CIN) and an accountable care organization (ACO) on January 1st, 2020.

- Development began in 2018 spanning over two years to determine need, strategic and financial considerations, structure, operating model, and sustainability.
- Operationalization of network (i.e., governance, leadership, and operations), as well as engagement and education began in 2020.



ACOs Require Their Own Compliance Program





Source: Stony Brook Accountable Care Organization, LLC

A Primer: Value Based Care, Risk Adjustment Factor Scoring, and Hierarchical Condition Categories

- Historically, U.S. healthcare providers have been reimbursed on a fee-forservice (FFS) basis. However, the health care payment system is rapidly evolving.
- We are seeing a shift towards valuebased care (VBC), an alternative form of reimbursement that ties payments to quality with rewards for effectiveness and efficiency.
- Value-based care aims to provide better care for individuals, improve population health, and reduce healthcare costs.

Fee-for-service

Patient Experience

Delivery of

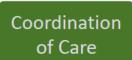
Care

Data &

Analytics













A complicated health care system confuses, isolates

and frustrates patients.

Care is reactive and delivered in response to illness or injury.

Overwhelming amounts of data lack sophisticated analytics to generate and leverage insights.

The physician may not have access to the technology and support needed to proactively coordinate care.

With a payment system incentivized by volume, health care costs don't correspond to health improvement.

Value-based



An integrated approach puts the patient and physician at the center of care. The PCP acts as the quarterback, coordinating all aspects of the patient's care.



Care is proactive and emphasizes a preventive approach to get and stay healthy.



Advanced data analytics are leveraged to identify health risks and coordinate care at a patient-centric level.



Physicians have access to new technology, data and support to more effectively coordinate care.



A compensation model focused on quality leads to improved patient health.

Accountable Care Organizations

As defined by the Centers for Medicare and Medicaid Services (CMS), "ACOs are groups of doctors, hospitals, and other health care providers, who come together voluntarily to give coordinated high-quality care to their Medicare patients."

 Originally designed by CMS to help providers ensure patients get the right care at the right time, prevent duplicative, unnecessary services, and reduce medical errors.

- In 2012, the Affordable Care Act (ACA) established the Medicare Shared Savings Program (MSSP) to further encourage the development of ACOs.
- The MSSP offers providers and suppliers an opportunity to create an ACO and, in doing so, agree to be held accountable for the quality, cost, and experience of care of an assigned Medicare FFS beneficiary population.
- Shared savings vs. shared loss:
 - If an ACO can meet quality benchmarks and keep spending for their attributed patients below budget, they share in the resulting savings. However, there is also a shared risk of being penalized if they are unable to.



Risk Adjustment

As part of the ACA, effective January 1st, 2014, insurers were no longer able to deny coverage or charge higher premiums based on preexisting conditions.

To avoid negative effects and adverse selection, three provisions were instated: risk adjustment, reinsurance, and risk corridors.



Risk adjustment (RA) is an annual process in which health plans are compensated for the costs associated with taking on members with chronic health conditions, thereby protecting the insurer against losses due to patients who are high-risk, high-cost.

Funds are transferred from plans with lower-risk enrollees to plans with higher-risk enrollees.

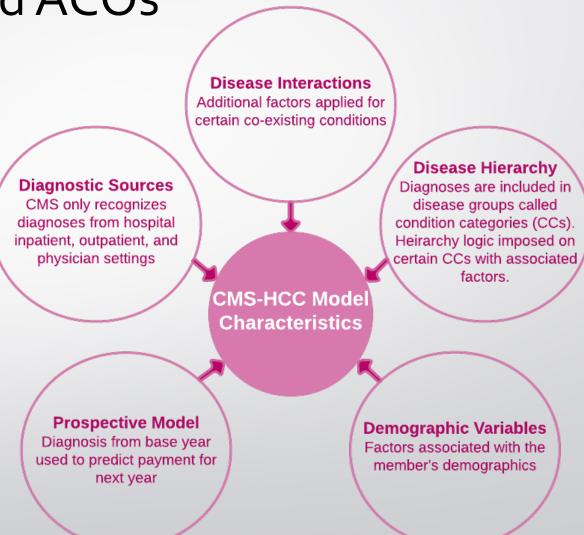
RA and ACOs

How is this applicable to ACOs?

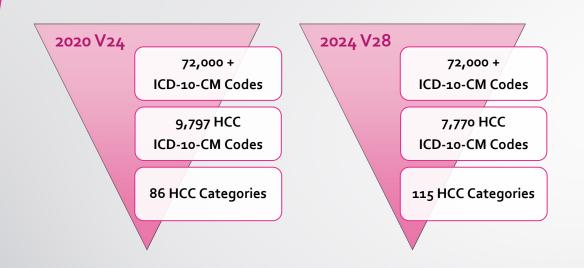
- Shared savings (through the MSSP) are based on the severity of illness and expenditures.
- Severity and expenditures are captured through the use of hierarchical condition category (HCC) codes that factor into a risk adjustment factor (RAF) score.

The CMS-HCC model is a prospective riskadjustment tool implemented by CMS to estimate future expenditures for Medicare beneficiaries.

The model calculates expenditure benchmarks for MSSP ACOs.



Hierarchical Condition Categories



Hierarchical condition categories (HCCs) are groups of diagnosis codes that are categorized into a disease hierarchy.

These groups of diagnoses consume similar resources, known as a clinical disease burden, which are grouped into the disease hierarchies.

Not all diagnoses have HCC categories!

- That doesn't mean, though, that you're not going to put them on your claims, only that they don't factor into patients' RAF scores.
- Diagnoses that don't get included in mapping are those that don't predict future cost.

Example: Long-term conditions such as diabetes, along with others will "risk adjust", or fall within an HCC; whereas acute illnesses and injuries will not because acute conditions are not likely predictive of ongoing healthcare costs.



Documenting HCCs

Physicians must provide a robust health status for every patient. Document accurately, thoroughly, and to the highest level of specificity.

According to the ICD-10 guidelines, a diagnosis must be based on a clinical medical record documentation from a face-to-face encounter, documented at least once per year, and coded to be factored into the risk adjustment.

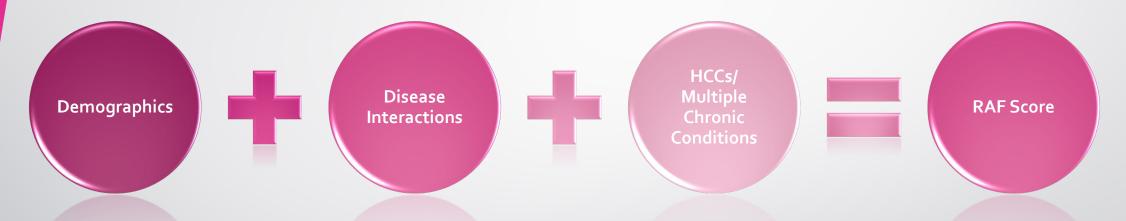
Common HCCs

- Major Depressive and Bipolar Disorders
- Morbid Obesity
- Asthma and Pulmonary Disease
- Diabetes
- Specified Heart Arrhythmias
- Congestive Heart Failure
- Hip Fracture

- Lookout for chronic and acute conditions that predict high future costs (i.e., cancer, heart disease, HIV, etc.)
- It's important to map chronic conditions like COPD, CHF, amputation, and diabetic neuropathy as these require long-term care and could complicate routine illnesses.
- Data mining is used to determine the top HCCs captured. This information can be benchmarked to identify common HCC trends.

Risk Adjustment Factor

The Risk Adjustment Factor (RAF) is a relative measure of probable costs to meet the healthcare needs of the individual beneficiary.



How RAF Affects Providers

Providers will treat patients on plans funded through RAF models

Plans expect providers to document and code diagnoses correctly

Provider documentation and coding establishes the complexity and workload of patient panels

Documentation and diagnoses become the basis for funding and reimbursement

How Diagnosis Documentation Affects Scoring

CMS suggests that a RAF score of 1.00 is a reflection of the average senior who is generally healthy. RAF scores above 1.00 suggest a patient has a chronic condition. Lower RAF scores indicate a healthier population.

No Conditions Coded		
Female, 73, FB Dual, aged	0.519	
HCCs		
Note: Full benefit dial (FB Dual) eligible are those who are eligible for full Medicaid benefits under title XIX of the SSA		
RAF = 0.519		

Some Conditions Coded		
Female, 73, FB Dual, aged	0.519	
HCCs		
HCC 19 – Diabetes w/o Complication	0.107	
HCC 22 — Morbid Obesity	0.383	
RAF = 1.009		

All Conditions Coded		
Female, 73, FB Dual, aged	0.519	
HCCs		
HCC 18 – Diabetes w/ Chronic Complication	0.340	
HCC 85 – Congestive Heart Failure	0.371	
HCC 22 — Morbid Obesity	0.383	
HCC 189 – Amputation Status	0.795	
RAF = 2.408		

Source: 2nd Edition Risk Adjustment Documentation & Coding Publisher: American Medical Association - For illustrative purposes only

Lower RAF scores may be a reflection of incomplete or inaccurate coding!

Master Documentation Basics with M.E.A.T.

M.E.A.T.

Monitored or Managed

signs/symptoms, disease progression/regression

Evaluated

test review, response to treatment

Assessed

tests ordered, record review, counseling, discussing

Treated

medications, therapies, other modalities

M.E.A.T. is a mnemonic device designed to help providers and coders capture accurate documentation.

Providers must capture all of the items specified in M.E.A.T. to document accurately and thoroughly.

Tips:

- 1. Document chronic conditions at least once annually
- 2. Such conditions should involve aspects of M.E.A.T.
- 3. Note the severity or stage of the condition and document any complications or associated conditions
- 4. Document all conditions, including co-existing conditions that affect treatment or management of a patient

OIG Activity

Department of Health and Human Services
OFFICE OF
INSPECTOR GENERAL

MEDICARE ADVANTAGE COMPLIANCE AUDIT OF SPECIFIC DIAGNOSIS CODES THAT COVENTRY HEALTH CARE OF MISSOURI, INC. (CONTRACT H2663) SUBMITTED TO CMS

> Inquiries about this report may be addressed to the Office of Public Affairs at <u>Public Affairs@oig.hhs.gov.</u>



Amy J. Frontz Deputy Inspector General for Audit Services

> October 2021 A-07-17-01173

Department of Health and Human Services

OFFICE OF
INSPECTOR GENERAL

MEDICARE ADVANTAGE COMPLIANCE AUDIT OF SPECIFIC DIAGNOSIS CODES THAT BLUECROSS BLUESHIELD OF TENNESSEE, INC. (CONTRACT H7917) SUBMITTED TO CMS

> Inquiries about this report may be addressed to the Office of Public Affairs at <u>Public Affairs@oig.hhs.gov.</u>



Amy J. Frontz
Deputy Inspector General
for Audit Services

September 2022 A-07-19-01195 Department of Health and Human Services
OFFICE OF
INSPECTOR GENERAL

MEDICARE ADVANTAGE COMPLIANCE AUDIT OF SPECIFIC DIAGNOSIS CODES THAT AETNA, INC. (CONTRACT H5521) SUBMITTED TO CMS

> Inquiries about this report may be addressed to the Office of Public Affairs at Public Affairs@oig.hhs.gov.



Amy J. Frontz Deputy Inspector General for Audit Services

> October 2023 A·01·18·00504

Objective 2

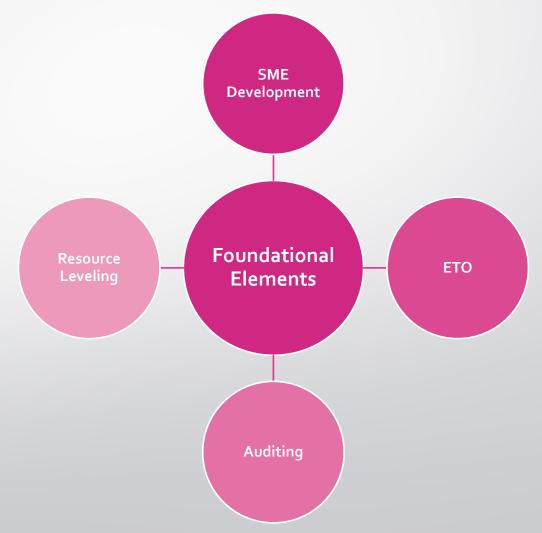
Understand the Foundational Elements Needed to Implement

New Workplan Items and Goals

Incorporating Risk Adjustment Into an Existing Program

Needed to determine:

- How to quickly train staff to become HCC subject matter experts (SMEs)
- Identify programmatic areas where RA could be introduced
- If adding RA to our workplan would cause a reduction or elimination of work in other risk areas



Years 1-3

We were able to:

- Create a Risk Adjustment Compliance Manager (RACM) position to oversee ACO compliance operations
- Send employees to RA coding boot camps provided by the AAPC
- Provide resources to the RACM to perform a HCC review project for ACO leadership
- Incorporate RAF/HCC content into a mandatory billing compliance training initiative
- Revise New Provider Training to include RAF/HCC content
- Incorporate ACO-specific items into FY22-23 and FY 23-24 work plans



CPMP Compliance Department's ACO-Related Workplan Items FY 23-24

	SB Clinical Practice Management Plan			
Compliance Workplan Fiscal Year 2023/2024				
Auditing				
Title/Topic	Description with Reference	Schedule		
New Provider Billing Compliance	Ten (10) encounter prospective review of all billable services within 60 days of New Provider Billing Compliance Training to ensure that the billing/claims being submitted are proper and that appropriate and correct payments are being received. Review to also include notation of any Diagnosis (Dx) coding that links to a Hierarchical Condition Category (HCC), impacting patient Risk Adjustment Factor (RAF) scoring to ensure documentation to the highest level of specificity for certain newly hired providers. Reference: SB-CPMP Policy: Compliance Monitoring, Risk Assessment and Training	Ongoing		
Routine Provider E/M Billing Compliance	Ten (10) encounter prospective review of all billable services of certain established providers to ensure that the billing/claims being submitted are proper and that appropriate and correct payments are being received. Review to also include notation of any Diagnosis (Dx) coding that links to a Hierarchical Condition Category (HCC), impacting patient Risk Adjustment Factor (RAF) scoring to ensure documentation to the highest level of specificity for certain established providers. Reference: SB-CPMP Policy: Compliance Monitoring, Risk Assessment and Training	Ongoing		
Monitoring				
Title/Topic	Description	Schedule		
Risk Adjustment Factor (RAF) Scoring, Hierarchical Condition Category (HCC) Coding, and Risk Adjustment Data Validation (RADV)	Continue monitoring OIG, MA, and other RADV activity to ensure effective RAF/HCC education and audit methodology. Additionally, under the guidance of the CIN's Medical Director, all RAF/HCC ETO is to be monitored and reported to CIN leadership when requested to ensure clinician attention and engagement to SB-ACO RAF/HCC initiatives. Reference: SB-CPMP Policy: Compliance Monitoring, Risk Assessment and Training	Ongoing		
5 On-site Signage Checks	Ensure Compliance Helpline Posters are posted in breakrooms. Identify ACO Beneficiary notices appropriately placed in certain patient waiting areas. Project partnership with HIPAA/Privacy PHI audit (see Auditing #6). Reference: SB-CPMP Policy: Compliance Monitoring, Risk Assessment and Training	Q1		
Education,Training ar	nd Outreach			
Title/Topic	Description	Schedule		
New Provider Billing Compliance and HIPAA/Privacy Training	An important part of our Compliance Program is compliance training and education. Providers who bill for Evaluation and Management (E/M) services are given this training within 30 days of hire. Curriculum is currated and assigned by services provided. It will also include the importance of Diagnosis (Dx) coding and Hierarchical Condition Category (HCC) codes which impact patient Risk Adjustment Factor (RAF) scoring. Reference: S8-CPMP Policy: Compliance Monitoring, Risk Assessment and Training	Ongoing		
Existing Provider E/M Billing Compliance Refresher Training	Our goal is for all billing providers to receive Evaluation and Management (E/M) services billing compliance refresher training every three (3) years in order to ensure that the billing/claims being submitted are proper and that appropriate and correct payments are being received. Curriculum is curated and assigned by services provided. It will also include the importance of Diagnosis (Dx) coding and Hierarchical Condition Category (HCC) codes which impact patient Risk Adjustment Factor (RAF) scoring. Reference: SB-CPMP Policy: Compliance Monitoring, Risk Assessment and Training	Ongoing		
Specialized/Periodic Training to Include but is not Limited to: 'Compliance and Ethics Week Quartefly compliance e-brief 'BAFHICC 'HIPAA/Privacy 'Ad-hocfrequested ETO	Training and education programs may consist of oral presentations, PowerPoint presentations, written policies and procedures, informational handouts, newsletters, mailings, training seminars, individual meetings, or other appropriate means. Reference: SB-CPMP Policy: Compliance Monitoring, Risk Assessment and Training	Quartlery Ongoing		
Standards, Policies and Procedures				
Title/Topic	Description	Schedule		
Annual review and assessment of the Code of Conduct, Compliance 1 Structure and Guidelines, Program Polices and Procedeures, SB-ACO Compliance Plan, and SB-ACO Policies and Procedures	The Code of Conduct and SB-ACO Compliance Plan sets forth the general standards of conduct to which all Personnel employed by or associated with the Practice Plan and ACO must adhere. The Compliance Program Structure and Guidelines set forth the structure of the Practice Plan's Compliance Program and describes its day-to-day operation. Reference: CPMP Compliance Manual: Reporting Requirements, Code of Conduct, Compliance Program Structure and Guidelines	Q2-Q3		

Objective 3

Identify Key Stakeholders to Synthesize Engagement Across the Enterprise to Gain Buy-in and Support

Analysis and Assessment

Needed to understand:

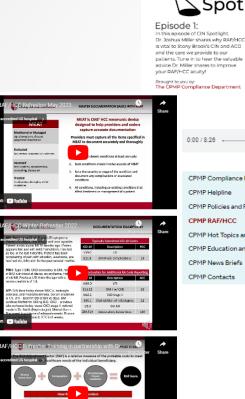
- Key organizational groups/leaders and how they can support our work
- The overall RAF/HCC mission and strategy for SBM's CIN/ACO
- Clinicians adoption of best documentation and coding practices
- Risk Adjustment regulatory scrutiny

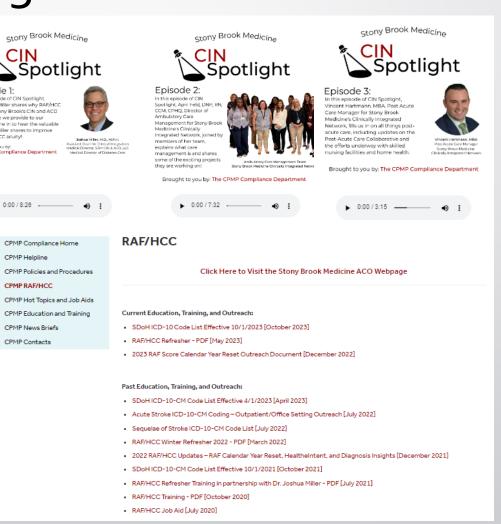


Years 1-3

We were able to:

- Develop multiple job aids to introduce clinicians to RAF/HCC
- Perform HCC review project for ACO leadership
- Perform "road show" training and incorporate an abbreviated version as part of the mandatory billing compliance training initiative
- Record educational videos including one with the CIN's Medical Director
- Create a podcast to bring attention to and support the CIN and ACO
- Deploy outreach documents such as correct ICD-10-CM coding of acute strokes (I11.9) in the outpatient setting to mitigate risk





ACO Performance Results

First Agreement Period

Performance Year 2020

Shared Savings: \$4,046,851.00

- Proportion invested in infrastructure: 50%
- Proportion invested in redesigned care processes/resources: 0%
- Proportion of distribution to ACO participants: 50%

Performance Year 2021

Shared Savings: \$0

- Proportion invested in infrastructure: N/A
- Proportion invested in redesigned care processes/resources: N/A
- Proportion of distribution to ACO participants: N/A

Performance Year 2022

Shared Savings: \$5,206,292.81

- Proportion invested in infrastructure: 50%
- Proportion invested in redesigned care processes/resources: 50%
- Proportion of distribution to ACO participants: N/A

Our Push for Outpatient CDI



OUTPATIENT CDI PILOT PROGRAM RECOMMENDATION

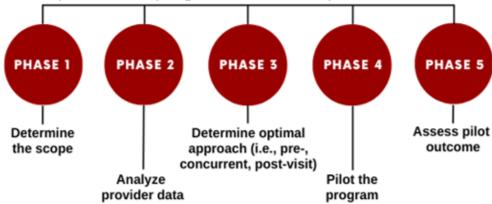


Clinical Documentation Improvement

- ✓ CDI programs ensure documentation completeness to reduce unsupported diagnoses, identify missed diagnoses, and capture appropriate HCCs through documentation review and provider queries
- ✓ Improves quality of care for patients, reduces denials, and reduces clinician burden

Recommendation:

Pilot outpatient CDI program with the Department of Medicine



Objective 4

Using Audit Results to Create KPIs and Performance Metrics

Audit Approach: Phase 1

FY 2021-2022 Audit of Diagnoses That Map to a High-Risk HCC Category

Purpose: The CPMP Compliance Department will conduct Hierarch Condition Category (HCC) audits, in line with recent

Department of Health and Human Services Office of Including Services Office Office Office of Including Services Office Off

identify potential overpayment or educational purposes.

Rationale: Stony Brook Medicine Accountab , as participants in the MSSP, relies on risk

adjustment to account for the seven dicare Part B beneficiaries over a period of time and to set and track targets for performance (RAF) scores, a numerical value base statement for the predicted health costs compared by individual. CMS utilizes RAF scores when setting MSSP

cost targets and savings rates.

To risk adjust, HCCs must be stern annually through accurate, thorough, and specific documentation and

unsupported HCCs ma

Scope: For FY 2021-2022, 250 HCC sional class or new and established inpatient and outpatient CPT codes

(i.e., 99221-99223, 99231-992 2-99205, al. 99212-99215) will be audited for SB-ACO assigned Medicare

Part B beneficiaries with a diagnost nat maps to one of the following top five high-risk groups:

High-Risk Group	HCC Mapping
1. Acute Stroke	100
2. Acute Heart Attack	86, 87
3. Embolism	107, 108
4. Vascular Claudication	108
5. Major Depressive Disorder	59

Approach:

For FY 2021-2022, a retrospective audit report of University Faculty Practice Corporation (UFPC), Stony Brook Community Medical (SBCM), and Meeting House Lane Medical Practice (MHLMP) outpatient new/established (CPTs 99202-99205, 99212-99215) and inpatient initial/subsequent (CPTs 99221-99223, 99231-99233) claims for each of the top five high-risk groups will be created and then compared against the list of SB-ACO assigned Medicare Part B beneficiaries. Diagnoses that map to an HCC must be properly supported within the documentation, indicating the condition was either monitored/managed, assessed, evaluated, or treated. In order to meet timely filing requirements, if applicable, billing error correction (BEC) reports will be sent to the CPMP Revenue Cycle Department on a weekly basis. Upon completion, results will be reported to SB-ACO leadership for review and to determine and operationalize the dissemination of results and/or necessary follow-up.

Audit Approach: Phase 2

Audit of Diagnosis Codes from Medicare Annual Wellness Visits (AWVs) Performed by University Faculty Practice Corporation (UFPC) and Stony Brook Community Medical Community Medical (SBCM) Providers

Purpose: Medicare Annual Wellness Visits (AWVs) are an opportune time for clipidians to assess patients' conditions and

capture all appropriate diagnoses, including the sponding to carchical Condition Categories (HCCs). As part of our FY 2022-2023 workplant for MP Compile. The cant will audit diagnosis codes submitted with Medicare AWVs. Audits will valid to whether the medical and/or whether diagnoses whether the claim and the claim and

to identify gaps in medical result documentation, constant ling, and educational purposes.

Stony Brook Medicine Acc Organizat 3-ACO), a participant in the Medicare Shared Savings of conditions of its attributed Medicare Part Program (MSSP), relies on B beneficiaries over a perid ack targets berformance. Attributed Medicare Part B beneficiaries are assigned ri djustme (F) scores, a nerical value based on demographics. cted health costs compared to a generally diagnoses (HCCs), and disease ractions, w epict the p

healthy individual. Medicare ut. RAF scores when setting SSP cost targets and savings rates.

To risk adjust, HCCs must be captured sensor and encounter annually through accurate, thorough, and specific documentation and diagnosis coding from a qualified clinician. Improper, undocumented, or unsupported

HCCs may result in potential overpayments.

Scope: One hundred professional claims from providers who performed ten or more Medicare Annual Wellness Visits

(AWVs) (G0438/G0439), excluding claims with an Evaluation and Management (E/M) service (modifier 25) on the claim for the date of service, within July and August 2022 with at least four or more diagnoses attached to the

claim.

Rationale:

Approach: CPMP Compliance will work with the Revenue Cycle Department to generate a list of providers who billed

Medicare AWVs during July and August of 2022 with the associated claim information. A randomized sample of one hundred (100) claims will be selected be sent to Pinnacle Enterprise Risk Consulting Services (PERCS), who will code each claim with the appropriate ICD-10-CM codes, identifying ICD-10-CM codes that map to an HCC. CPMP Compliance will then analyze against the billed diagnoses to identify discrepancies. Upon conclusion, a summary of

findings will be reported to SB-ACO leadership.

Audit Approach: Phase 3

Audit of Diagnosis Codes from Medicare Annual Wellness Visits (AWVs) Performed by Meeting House Lane Medical Practice, PC, Clinicians

Purpose: Medicare Annual Wellness Visits (AWVs) are an opportune time for clinicians to assess patients' conditions and

capture all appropriate diagnoses, including the corresponding a carachical Condition Categories (HCCs). As part of our FY 2022-2023 workplan and MP Compa. Description will audit diagnosis codes submitted with Medicare AWVs. Audits will valid a whether the medical and documentation supports the diagnoses submitted and/or whether diagnoses were dissing from the clair and documentation. Audit findings will be used

to identify gaps in medical read documentation, combilling and educational purposes.

Rationale: Stony Brook Medicine Account (SB-ACO), a participant in the Medicare Shared Savings

Program (MSSP), relies on risk of the second for th

healthy individual. Medicare utilizes when the MSSP cost targets and savings rates.

To risk adjust, HCCs must be captured from a face-to-face encounter annually through accurate, thorough, and specific documentation and diagnosis coding from a qualified clinician. Improper, undocumented, or unsupported

HCCs may result in potential overpayments.

Scope: The scope is restricted to Medicare Annual Wellness Visits (AWVs, G0438/G0439) from the twenty-four (24)

Meeting House Lane Medical Practice, PC (MHLMP) clinicians that have billed such services.

Approach: The CPMP Compliance Department will work with Dawn O'Sullivan, Charge Post Master with MHLMP, to generate

a list of all clinicians who billed Medicare AWVs within the last six (6) months and the associated claim information. Five (5) encounters for each clinician will be selected for auditing purposes. The billed ICD-10-CM codes for each encounter will be audited against the medical record documentation for accuracy, with an emphasis on ICD-10-CM codes that map to an HCC. Upon conclusion, a summary of findings will be reported to SB-ACO leadership.

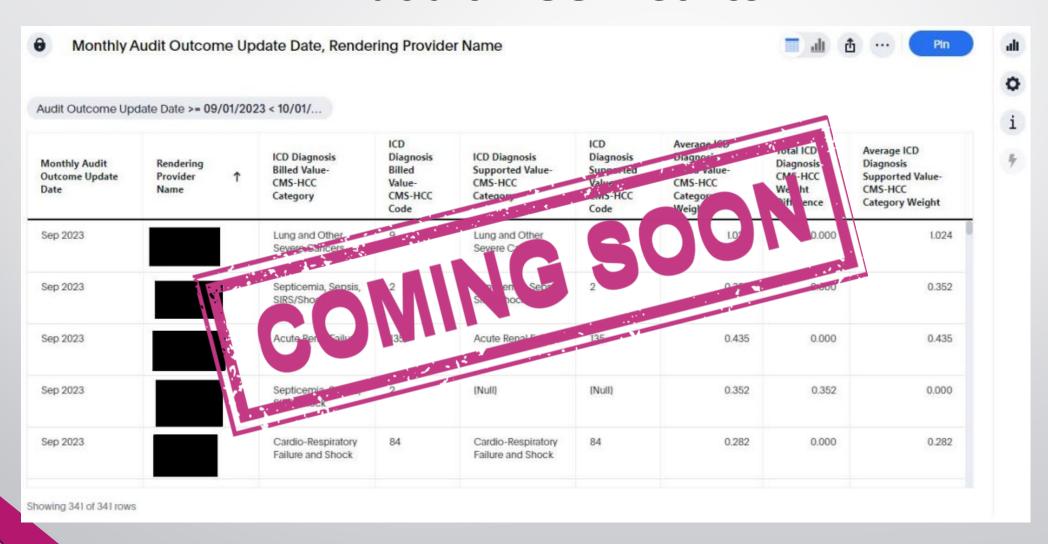
Audit Approach: Current Phase

SB Clinical Practice Management Plan Compliance Workplan Fiscal Year 2023/2024

Auditing Title/Topic **Description with Reference** Schedule Ten (10) encounter prospective review of all billable services within 60 days of New Provider Billing Compliance Training to ensure that the billing/claims being submitted are proper and that New Provider Billing appropriate and correct payments are being received. Review to also include notation of any Ongoing Compliance Diagnosis (Dx) coding that links to a Hierarchical Condition Category (HCC), impacting patient Risk Adjustment Factor (RAF) scoring to ensure documentation to the highest level of specificity for certain newly hired providers. Ten (10) encounter prospective review of all billable services of certain established providers to ensure that the billing/claims being submitted are proper and that appropriate and correct Routine Provider E/M payments are being received. Review to also include notation of any Diagnosis (Dx) coding that links Ongoing **Billing Compliance** to a Hierarchical Condition Category (HCC), impacting patient Risk Adjustment Factor (RAF) scoring to ensure documentation to the highest level of specificity for certain established providers. Reference: SB-CPMP Policy: Compliance Monitoring, Risk Assessment and Training



MDaudit HCC Metrics



Key Takeaways and Wrap-up

- Organizations grow, and with that can come new compliance areas.
- Adoption and execution is a team effort.
- Education and engagement are essential.
- Implement new workplan items and goals using the same formula as the previous one.
- Socialize and champion to key stakeholders to help boost your culture of compliance.
- The proof is in the data!



Contact

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