

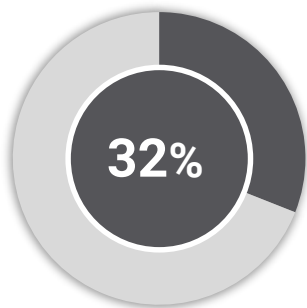
Integrating Advanced Practice Providers (APPs)

Compliance Considerations and Risk Mitigation

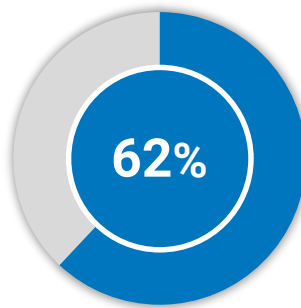


As the focus on team-based care intensifies, organizations must effectively **integrate APPs** into the workforce to help support the achievement of the 'quadruple aim' – **improving quality, lowering costs, advancing population health and enhancing provider satisfaction.**

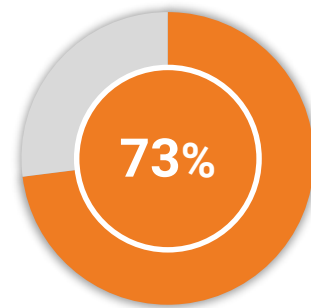
GROWING DEMAND



Growth in APP employment by 2024



Orgs. planning to hire more APPs in the upcoming year



Orgs. that have hired APPs in the past year

A **successful integration strategy** includes implementing care delivery models that maximize APP utilization within the frameworks of **federal and state laws, regulations and accreditation standards.** This strategy should also consider the challenges APP integration presents in the context of **physician compensation programs.**

COMPLIANCE CONSIDERATIONS

APP Competency Standards



Develop a competency assessment process

- Create a standardized process for physicians and APPs
- Assess APP competency more than once per year
- Include key data for process: patient contacts, procedure volumes and patient satisfaction

Third-Party Payer Policies



Understand the complexities and requirements for billing compliance

- Reduce risk from potential audits and allegations of fraud and abuse
- Help to ensure APPs are providing and receiving payment for authorized services
- Improve APP billing practices

APP Productivity and Attribution



Ensure proper attribution in relation to production-based physician compensation plans

- Mitigate risk for bills submitted to Medicare under the physician's NPI for work performed by APPs
- Monitor the attribution of APP productivity to ensure fair market value, commercial reasonableness and financial sustainability

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