

BUTLER COUNTY

Policy Title:	HIPAA - Progressive Discipline Policy		
Policy Number:	HIPAA -C-0015	Effective Date:	04/01/03
Purpose:	This policy sets forth a set of guidelines for a progressive discipline process to be followed when an employee evidences improper adherence to Butler County's policies related to the use and disclosure of PHI.		
Regulation Reference:	Health Insurance Portability and Accountability Act of 1996		

Policy

Progressive discipline is an effective means of correcting inappropriate workforce member behavior and will be utilized when workforce members engage in behavior violative of a client's privacy rights and Butler County's HIPAA privacy and security policies.

Supervisors are responsible for accurate and timely documentation of inappropriate behaviors or performance issues. Progressive discipline will be used consistently. Workforce members will be informed of their expectations regarding confidentiality and HIPAA requirements through HIPAA confidentiality training. The employees will be informed of Butler County's policies and procedures regarding HIPAA and thereby be informed of:

- What is expected behavior and the HIPAA performance standards
- When they are not meeting these expectations
- What must be done to correct the inappropriate behavior and an improvement plan with a time line for its accomplishment
- Consequences if improvement does not occur

The progressive discipline process is meant to assist the workforce member in recognizing the seriousness of their behavior and encouraging their commitment to changing these behaviors. In many situations, informal counseling will be utilized by the supervisor after consultation, as appropriate with Human Resources, and the Privacy Officer or Security Officer to resolve issues prior to the formal corrective action process. The Privacy Officer or Security Officer should be consulted to determine that a particular behavior did in fact violate HIPAA or a HIPAA policy. The Privacy Officer or Security Officer will also thereby determine if the behavior in question must be reported as a HIPAA violation.

An informal counseling session is used by management as a reminder to the workforce member of the policies and practices. Supervisors can utilize informal counseling to explain the HIPAA performance expectations of the job to the

Hipaa Policy And Procedure Manual 2015

**Heidi McHugh Pendleton, Winifred
Schultz-Krohn**



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Emergency Department Compliance Manual, 2015 Edition Rusty McNew, 2014-12-18 Nothing provided **Emergency Department Compliance Manual, 2016 Edition** Ginsberg, Martin, Kelley, 2016-03-18 Emergency Department Compliance Manual 2016 Edition provides everything you need to stay in compliance with complex emergency department regulations The list of questions helps you quickly locate specific guidance on difficult legal areas such as Complying with COBRA Dealing with psychiatric patients Negotiating consent requirements Obtaining reimbursement for ED services Avoiding employment law problems Emergency Department Compliance Manual also features first hand advice from staff members at hospitals that have recently navigated a Joint Commission survey and includes frank and detailed information Organized by topic it allows you to readily compare the experiences of different hospitals Because of the Joint Commission's hospital wide function based approach to evaluating compliance it's been difficult to know specifically what's expected of you in the ED Emergency Department Compliance Manual includes a concise grid outlining the most recent Joint Commission standards which will help you learn what responsibilities you have for demonstrating compliance Plus Emergency Department Compliance Manual includes sample documentation that hospitals across the country have used to show compliance with legal requirements and Joint Commission standards Age related competencies Patient assessment policies and procedures Consent forms Advance directives Policies and protocols Roles and responsibilities of ED staff Quality improvement tools Conscious sedation policies and procedures Triage referral and discharge policies and procedures And much more

Mandated Benefits Compliance Guide 2015 Balser Group, 2014-12-01 Mandated Benefits 2015 Compliance Guide is a comprehensive and practical reference manual covering key federal regulatory issues that must be addressed by human resources managers benefits specialists and company executives in all industries Mandated Benefits 2015 Compliance Guide includes in depth coverage of these and other major federal regulations Patient Protection and Affordable Care Act PPACA Health Information Technology for Economic and Clinical Health HITECH Act Mental Health Parity and Addiction Equity Act MHPAEA Genetic Information Nondiscrimination Act GINA Americans with Disabilities Act ADA Employee Retirement Income Security Act ERISA Health Insurance Portability and Accountability Act HIPAA Heroes Earnings Assistance and Relief Tax Act HEART Act Consolidated Omnibus Budget Reconciliation Act COBRA Mandated Benefits 2015 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems Throughout the Guide are numerous exhibits useful checklists and forms and do's and don'ts A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company's level of regulatory compliance Mandated Benefits 2015 Compliance Guide has been updated to include The Dodd Frank Act creating an ethics training

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educator is now substantially revised with updated and expanded content including the 2014 ACA Standards of Ethics With a strong focus on counseling as a specific professional identity the book includes new information on developing one's own approach to counseling and supervision maintaining satisfactory working relationships with supervisors and colleagues developing good writing skills and record keeping and managing crisis and trauma The Second Edition also reflects such developments as DSM 5 and CORE CACREP standards With a concise accessible writing style the book describes everything students need to know as they enter and progress through the practicum and internship process Replete with plentiful case examples and downloadable sample forms and templates this supportive manual encompasses information addressing how to select and apply for practicum internships in all settings including mental health rehabilitation schools addictions and marriage and counseling It examines such ethical legal and issues as informed consent confidentiality client records boundary issues and liability insurance Multicultural considerations that impact counseling along with the importance of self care including stress management and dealing with aggressive client behaviors are also discussed in detail This mentor in a book gives counseling students invaluable assistance in preparing for and successfully assimilating their first experiences with the realities of working with clients and eases the journey toward developing into a self confident skilled and ethical practitioner New to the Second Edition Updated to include content on 2014 ACA Ethics Code CACREP CORE developments legal issues DSM 5 and social media Expanded content on developing an individual approach to counseling and supervision Provides new information on crisis intervention Increased content on supervision styles and models Expanded information on student safety at field sites Augmented discussion of careers Includes expanded self reflection exercises for the intern Provides downloadable versions of student forms and templates Key Features Focuses on counseling as a specific professional identity Covers everything students need to know as they enter and progress through the practicum internship process Helps students to understand the realities of working with clients after they leave the safe learning environment Mentors students in a supportive user friendly style Includes abundant case examples Includes abundant forms and templates for students available as online downloads

Using Technology to Enhance Clinical Supervision Tony Rousmaniere, Edina Renfro-Michel, 2016-01-08 This is the first comprehensive research and practice based guide for understanding and assessing supervision technology and for using it to improve the breadth and depth of services offered to supervisees and clients Written by supervisors for supervisors it examines the technology that is currently available and how and when to use it Part I provides a thorough review of the technological legal ethical cultural accessibility and security competencies that are the foundation for effectively integrating technology into clinical supervision Part II presents applications of the most prominent and innovative uses of technology across the major domains in counseling along with best practices for delivery Each chapter in this section contains a literature review concrete examples for use case examples and lessons learned Requests for digital versions from the ACA can be found on wiley.com To request print copies please visit the

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Distance Counseling and Supervision Jennifer Nivin Williamson, Daniel G. Williamson, 2020-12-15 This landmark primer in telebehavioral health addresses the functional elements of technology assisted therapy with individuals couples and families Leaders and innovators in the field contribute unique perspectives to help students and practitioners prepare for and productively engage in virtual counseling and supervision Using reader friendly language the authors discuss ethical legal regulatory and practical considerations for using the right technology in secure and confidential ways to best serve clients and supervisees Diverse case scenarios questions for further discussion and useful appendices enhance this rich and current resource Requests for digital versions from ACA can be found on www.wiley.com To purchase print copies please visit the ACA website <https://imis.counseling.org/store> Reproduction requests for material from books published by ACA should be directed to publications@counseling.org
Emergency Department Compliance Manual, 2018 Edition

McNew, 2018-04-20 Emergency Department Compliance Manual provides everything you need to stay in compliance with complex emergency department regulations including such topics as legal compliance questions and answers find the legal answers you need in seconds Joint Commission survey questions and answers get inside guidance from colleagues who have been there hospital accreditation standard analysis learn about the latest Joint Commission standards as they apply to the emergency department and reference materials for emergency department compliance The Manual offers practical tools that will help you and your department comply with emergency department related laws regulations and accreditation standards Because of the Joint Commission's hospital wide function based approach to evaluating compliance it's difficult to know specifically what's expected of you in the ED Emergency Department Compliance Manual includes a concise grid outlining the most recent Joint Commission standards which will help you learn understand your compliance responsibilities Plus Emergency Department Compliance Manual includes sample documentation and forms that hospitals across the country have used to show compliance with legal requirements and Joint Commission standards Previous Edition Emergency Department Compliance Manual 2017 Edition ISBN 9781454886693
Pedretti's Occupational Therapy - E-Book Heidi McHugh

Pendleton, Winifred Schultz-Krohn, 2017-03-10 NEW Coverage of the Occupational Therapy Practice Framework OTPF 3 increases your understanding of the OTPF 3 and its relationship to the practice of occupational therapy with adults who have physical disabilities NEW All new section on the therapeutic use of self which the OTPF lists as the single most important line of intervention occupational therapists can provide NEW Chapter on hospice and palliative care presents the evidence base for hospice and palliative care occupational therapy describes the role of the occupational therapist with this population within the parameters of the third edition of the Occupational Therapy Practice Framework OTPF 3 and recommends clinician self care strategies to support ongoing quality care UPDATED Completely revised Spinal Cord Injury chapter addresses restoration of available musculature self care independent living skills short and long term equipment needs

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Insurance Handbook for the Medical Office Marilyn Fordney, 2015-11-26

Stay up on the latest in insurance billing and coding with Marilyn Fordney s *Insurance Handbook for the Medical Office* 14th Edition Trusted for more than 30 years this market leading handbook equips you to succeed as medical insurance specialist in any of today s outpatient settings Coverage emphasizes the role of the medical insurance specialist in areas such as diagnostic coding procedural coding Medicare HIPAA and bill collection strategies As with previous editions all the plans that are most commonly encountered in clinics and physicians offices are incorporated into the text as well as icons for different types of payers lists of key abbreviations and numerous practice exercises that assist you in accurately filling out claim forms This new edition also features expanded coverage of ICD 10 electronic medical records electronic claims submission and the HIPAA 5010 keeping you one step ahead of the latest practices and protocols of the profession Key terms are defined and emphasized throughout the text to reinforce understanding of new concepts and terminology Separate chapter on HIPAA Compliance in Insurance Billing as well as Compliance Alerts throughout the text highlights important HIPAA compliance issues to ensure readers are compliant with the latest regulations Emphasis on the business of running a medical office and the importance of the medical insurance specialist details the importance of the medical insurance specialist in the business of the medical office Increased focus on electronic filing claims submission prepares readers for the industry wide transition to electronic claims submission Separate chapter on documentation in the medical office covers the principles of medical documentation and the rationales for it Service to Patient features in most chapters offer examples of good customer service

User resources on the Evolve companion website feature performance checklists self assessment quizzes the Student Software Challenge with cases on different payer types and an interactive CMS 1500 02 12 form to fill in NEW Expanded coverage of ICD 10 prepares users to code ICD 10 with the planned effective date of October 2015 NEW Added information on the electronic medical record and electronic claims submission including information on the HIPAA 5010 equips users for the transition between paper and electronic methods of medical records and links the CMS 1500 02 12 form to the electronic submissions process NEW SimChart for the Medical Office SCMO application activities on the companion Evolve website adds additional functionality to the insurance module on the SCMO roadmap

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