

# Why Can't We All Just Get Along-Provider Issues from Staff Interactions to Licensure Rules

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## Medical Staff Organization

- Structure and governance
  - Officers, members, and committees
  - Categories of staff
  - Bylaws, rules and regulations, and policies
- Relationship with hospital
- Applicable legal standards



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## Medical Staff Issues

- Act on professional competence, disruptive behavior, etc.
  - Informal action
  - Corrective action
- Peer review privilege
- Due process and hearing rights
- Reporting requirements



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## Why HR and not Med Staff?

- Limitations on issues to be addressed
- Ability to reach broad group for investigation
- Removes quasi-judicial aspect
- Less disruptive to the facility as a whole



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## Automatic Termination of Privileges

- Contractual
- By agreement



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## Non-competes and Non-disparagement

- Prior to employment (better choice)
- Severance (not as good a choice)



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## Midlevel Providers: Practice Autonomy

- Scope of Practice
- Medicare CoPs
  - Supervision
  - Record Review
  - Co-signature Requirements

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## Midlevel Providers: ED Coverage

- Medicare CoPs
- EMTALA Requirements



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## Midlevel Providers: Billing Issues

- Provider Based Clinics
- Hospital Settings



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Thank you

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