



Compliance

TODAY

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Timothy Ferriss

Compliance Specialist – Privacy
Alaska Native Tribal Health Consortium

Jan Cunningham

Director of Risk Management
Compliance Officer, Qualis Health

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by Roy Snell, CHC, CCEP-F

Certification of Compliance Professionals

*Please don't hesitate to call me about anything any time.
612 709-6012 Cell • 952 933-8009 Direct
roy.snell@corporatecompliance.org*

The SCCE/HCCA Compliance Certification Board (CCB) now has seven compliance credentials and more than 6,000 people holding one of its credentials. The *Wall Street Journal* recently reported that there is a strong correlation between those who hold the CCEP credential and increased pay. Many experienced compliance professionals have worked with Debbie Troklus and Applied Measurement Professionals (AMP) for over 10 years in the development of the credentials. AMP has helped many professions develop legally defensible professional credentials.



Snell

Searches on job boards for the credential show that many companies now prefer or require one of the CCB credentials prior to hiring. Many companies are now encouraging current employees to obtain one of the CCB credentials.

The effort and expense to develop these credentials have been significant and have done a lot for the compliance profession. Our jobs are difficult. Credentialing in any profession helps that profession gain respect. It helps us define the profession. Before a credential is created, a job analysis survey is conducted. Several hundred compliance professionals are asked what the elements of their job are. This job analysis survey is critical to ensure the credibility of any credential. You cannot test to see whether someone is capable of doing the job if you don't know what the

job is. I have seen some credentials develop without a job analysis survey. In the place of the job analysis survey, a few self-important people decide what the profession does.

We have had many bizarre statements and questions during the process of developing these credentials. The first time it was presented a woman stood up and said, "Who are you to judge us?" We believed then and we believe now, "Who better to judge the profession than the profession?" While developing the Certified Compliance and Ethics Professional credential we had people say they didn't think the job of a compliance officer was a profession, and needed no credential. To that we said, "When you have tens of thousands of people who hold the title of compliance officer, how could it not be a profession?" There have been a lot of back seat drivers and even more strange comments. It's been an interesting run.

*When you have tens of thousands
of people who hold the title...
how could it not be a profession?*

We have a number of people who have never been a compliance professional telling us how we ought to do our job. The leadership of SCCE and HCCA has pressed on. They have represented this profession well. They listen to the profession and are more concerned about the profession than their own personal gain. To all those people, and in particular to my fellow co-founder Debbie Troklus, I say congratulations. 🎉